

Third Semester

Curriculum

MBA (Full Time) 2 Yrs. Program of D.A.V.V., Indore

For

Affiliated Institutions

2009-2011

Third Semester

CORE

FT 301C Strategic Materials & Supply Chain Management

FT 302C Project Management

Students are required to choose two electives. Both electives will have same weightage.

SPECIALISATION

A. Marketing Management

FT 303M Product Policy Management

FT 304M Advertising and Brand Management

FT 305M Sales and Distribution Management

B. Financial Management

FT 303F Tax Planning and Management

FT 304F Financial Systems and Services

FT 305F Bank and Insurance Management

C. Human Resource Management

FT 303H Industrial Relations and Labour Law

FT 304H Human Resource Development & Audit

FT 305H Social Psychology

D. Information Systems Management

FT 303I Object Oriented Programming using C++

FT 304I Management Information System

FT 305I Relational Database Management Systems using ORACLE

E. Production and Operations Management

FT 303P Strategic Technology Management

FT 304P Product Innovation and Planning

FT 305P Work Study and Productivity

FT 306 MRP PHASE-1

FT 301C STRATEGIC MATERIALS AND SUPPLY CHAIN MANAGEMENT

Objective:-

This course would help students develop an understanding about the strategic role of supply chain, key issues of supply chain and the drivers of supply chain performance. The course would acquaint the students with various concepts, models and decision-making tools pertaining to supply chain network design, forecasting, inventory, transportation etc. and also enable them to apply the tools in real-life situation.

Examination Scheme:

The faculty member will award internal marks out of 20 (8 for Tests and 12 for class participation). The semester examination carrying 80 marks will have two sections A and B. Section A worth 60 marks will have 6 theory questions out of which students will be required to attempt any four questions. Section B carrying 20 marks will contain one or more cases/Numerical.

Course Contents

1. Importance of materials management, Codification, Simplification, Value analysis, Value engineering, Vendor analysis.
2. Concepts and importance of a Supply Chain (SC). Evolution of Supply Chain Management (SCM), Key issues of Supply Chain Management, Competitive and SC strategies, Achieving strategic fit,
3. Dynamics of supply chain: Supply Chain Interventions, Push-based, Pull-based and Push-Pull based supply chain. Network design and Operations in the Supply Chain,
4. Demand Forecasting in a Supply Chain, The value of information, Bullwhip effect, its Causes and remedial measures.
5. Managing inventory in SC environment: Basic and Advanced inventory models. Multi-echelon inventory models.
6. Transportation in SC environment: Design options for a transportation network,
7. Strategic Outsourcing and Strategic Alliances, Third party and fourth party logistics,
8. Retailer- Supplier partnerships (RSP), Supplier evaluation and selection. Use of best practices.
9. Information Technology (IT) in Supply Chain Management, SC performance model: SCOR model

Text Books

Gopalakrishnan **Purchasing and Materials Management**, 1e TMH 2008

Upendra Kachru **Exploring the Supply Chain**, Excel Books, 2009

Agrawal **Supply Chain Management: Text and Cases**,2010, Macmillan Publishers

Janat Shah **Supply Chain Management**,2009, Pearson Education,2010

Badi N.V. **Supply Chain Management**.2010,Vrinda Publications

Reference Books

Simchi Levi **Designing and Managing the Supply Chain**, 3e TMH 2009

Raghuram **Logistic and Supply chain Management** ,2006 Macmillan Publishers

Shapiro, **Modelling the Supply Chain**,2007 2 ed. New Delhi: Cengage Learning

Webster **Principles & Tools for Supply Chain Management**.2008, McGraw Hill.

Sunil Chopra **Supply Chain Management: Strategy, Planning and Operation**, 4/e,
Pearson,2010

FT 302C Project Management

Objectives:

To develop understanding of project planning. To develop ability to monitor and control projects and risk involved. To become familiar with tools and techniques used in managing projects.

Examination Scheme:

The faculty member will award internal marks out of 20 (8 for Tests and 12 for class participation). The semester examination carrying 80 marks will have two sections A and B. Section A worth 32 marks will have 4 theory questions out of which students will be required to attempt any two questions. Section B carrying 48 marks will contain five numericals out of which students will be required to attempt any three questions.

Course content:

1. Introduction to project and projects. Characteristics and types of projects. Gaining importance, project life cycle and its phases.
2. Project selection, non quantitative and scoring models, technical analysis and technology selection, market potential analysis and techniques of long term forecasting.
3. Financial feasibility, determinants of cost of project, its financing and deciding optimum capital structure. Cash flows from project and owner's perspective. Project Appraisal.
4. Financial feasibility with risk. Types of risk, techniques of risk evaluation and its mitigation. Sensitivity analysis, Hiller's model, scenario analysis, simulation.
5. Network analysis, construction of networks, CPM, various types of floats and their application, PERT and its applications.
6. Time cost relationship, crashing for optimum cost and optimum time. Resource leveling. Introduction to project software and applications of MS Project
7. Human Aspects of Project management: project manager's skills and functions, matrix organization, Social Cost Benefit Analysis, UNIDO approach, shadow pricing.
8. Project monitoring, Earned Value Analysis, abandonment analysis, PMIS, Project Termination and Audit. Reasons for failure.

Text Books

Gido **Effective project management** 3rd 2008 Cengage Learning

Gray & Larson,**Project Management:The Managerial Process**,3eTMH 2010

Pinto,**Project Management: Achieving Competitive Advantage**, Pearson,2010

Sunil Abrol, **Cases in Project Management**,2010,Excel Books,,

Maylor-**Project Management**, 3/e, Pearson,2010

Reference Books

McManus-**Information Systems Project Management**, Pearson2010

Kloppenborg,**Contemporary project management** 1st 2008 Cengage Learning

Gopalakrishnan – **Textbook of Project Management,2005** – Macmillan Publishers

Joy ,**Total Project Management**,2005 , Macmillan Publishers

FT 303F Financial Systems and Services

Objectives

The objective of the course is to understand the role of Financial Services in Business organizations and to give an insight into The strategic, regulatory, operating and managerial issues concerning select financial services.

Examination Scheme:

The faculty member will award internal marks out of 20 (8 for Tests and 12 for class participation). The semester examination carrying 80 marks will have two sections A and B. Section A worth 60 marks will have 6 theory questions out of which students will be required to attempt any four questions. Section B carrying 20 marks will contain one or more cases/Numerical.

Course Contents

1. Introduction to Indian and Global Financial System: Structure and Characteristics.
2. Regulatory Institutions: SEBI (Security Exchange Board of India) and RBI (Reserve Bank of India). Capital Markets: Primary and Secondary Market, Structure, Nature, Significance and Players, Introduction to Money Market: Structure, Operations, Players, Treasury Bills, Commercial Papers, Certificate of Deposit, Gilt Edged Securities and REPO's. Introduction to Financial Institutions: SFC's & DFI's, their importance & scope (IDBI, IFCI, SIDBI). Credit Rating Agencies –importance and Issues.
3. Asset Liability Management - Significance, ALM process. Techniques - Gap, Duration. Simulation, Value at Risk, Book value of equity and market value of equity perspective, Risk Management in Banks - Credit risk management. Operational risk management, Market risk management. Corporate treasury management. Liquidity risk management, Governance risk and compliance.
4. Basel I and 2,
5. Mutual Funds and Pension Funds. Insurance Services, Bank assurance. Reinsurances, Venture Capital -Private Equity -strategic secrets to private equity. Investment strategies, Hedge funds,
6. E-banking. Securitization -Indian Banking and the Financial crisis, Asset Reconstruction Companies, Depositories, Credit Cards.
7. Micro/ Macro finance. Financial Inclusion. Behavioral Finance. Leasing and Hire purchase.
8. Factoring and Forfeitting, IFRS -Issues and Challenges

Text Books

M.Y.Khan - **Financial Services**, 5e TMH 2009

Bharti Pathak-**Indian Financial System** 2/e, Pearson2010

R M Srivastava **Dynamics of Financial Markets and Institutions in India**, Excel Books,2010

Shanmugham,**Financial Services** , 1st Edn, 2009, Wiley

Bhole, L M ,**Financial Institutions and Markets**,5e TMH 2009

Gurusamy,**Financial Markets and Institutions**,3e TMH 2008

Reference Books

Gopalswamy,**Capital Market** ,2008 Macmillan Publishers

Chary **Venture Capital : Concepts and Application**,2008, Macmillan Publishers

Gurusamy, S **Merchant Banking and Financial Services**, 3e TMH 2009

Justin Paul-**Management of Banking and Financial Services**, 2/e, Pearson2010

Jadhav **Monetary Policy, financial Stability and Central Banking in India**,2007

Macmillan Publishers

FT 304F Bank and Insurance Management

Course Objective

The objectives of this course are to explain to the student operations of upcoming insurance and banking sector, statutory requirements and understanding of financial environment and market in which they operate.

Examination Scheme:

The faculty member will award internal marks out of 20 (8 for Tests and 12 for class participation). The semester examination carrying 80 marks will have two sections A and B. Section A worth 60 marks will have 6 theory questions out of which students will be required to attempt any four questions. Section B carrying 20 marks will contain one or more cases/Numerical.

Course Contents

1. Risk and Insurance: Defining Risk, Nature and Types of risk, Risk Management Process, Risk and its relation with Insurance., Concept and significance of Insurance, Classification of Insurance – Life and Non life, General Principles of Insurance, Insurance Application and Acceptance Procedure, Insurance Terminology
2. Life Insurance: Principles, Products Term Insurance Endowment, Insurance, Pensions, Annuities, Claim Management, Analysis of Balance Sheet of Life Insurance Co.
3. General Insurance: Principles, Products Fire, Marine, Motor Vehicles, Public Liability, Third Party Insurance, Miscellaneous- Mediclaim and Health Policies, Group Insurance, Burglary Insurance, Analysis of Balance Sheet of a General Insurance Company.
4. IRDA: Functions and Importance, Recent Developments in Insurance. Premium Payment Lapse and Revival, Premium Calculations, Concept of Mortality Tables, Assignment, Nomination, Loans, Surrenders, Foreclosure, Reinsurance, Underwriting.
5. Overview of Banking Industry: Banking Structure in India- RBI, Commercial, Rural and Co-operative banks their role and significance, Capital Adequacy norms for banks, SLR, CRR, CAR.
6. Analyzing Bank Performance: Commercial banks Balance Sheet and Income Statement, Relationship between B/S and Income Statement, Return on Equity Model, Important ratios used in Balance Sheet Analysis CAMELS rating and Key ratios involved.
7. Banking Risks: Credit, Liquidity, Market, Operational, Interest Rate, Solvency. ALM by Banks: Classification of Assets, GAP Analysis Asset Reconstruction Company.

8. Recent Development: BIS- its Role and Importance, Universal Banking, E-Banking, Mobile Banking.

Text Books

- ICSI. **Banking and Insurance Law & Practices**, Taxmann's Publication
- Rejda, **Principles of Risk Management and Insurance**, 9/e, Pearson, 2010
- V Iyenger **Introduction to Banking**, Excel Books, 2010
- Neelam C Gulati **Principles of Insurance Management**, Excel Books, 2010
- Arunajatesan – **Risk Management and Insurance** ,2010 Macmillan Publishers
- IIB , **Advanced Bank Management** 2010 Macmillan Publishers
- Neelam C Gulati **Principles of Banking Management**, Excel Books, 2010
- Skipper, **Risk Management and Insurance Perspectives in Global Economy**, 1st Edn 2008, Wiley

Reference Books

- IIB , **Bank Financial Management** ,2010 Macmillan Publishers
- Hull-**Risk Management and Financial Institutions**, Pearson, 2010
- Black-**Life and Health Insurance**, 13/e, Pearson, 2010
- Timothy Koch & MacDonald, "**Bank Management**", New York, Dryden Press,
- Vasant Joshi and Vinay Joshi, "**Managing Indian Banks**", Response Books
- Justin Paul-**Management of Banking and Financial Services**, 2/e, Pearson, 2010

FT 305F Tax Planning and Management

Course Objective

The objective of this course is to enable students to develop an understanding of direct and indirect taxes and to enable them to calculate and plan taxes.

Examination Scheme:

The faculty member will award internal marks out of 20 (8 for Tests and 12 for class participation). The semester examination carrying 80 marks will have two sections A and B. Section A worth 20 marks will have 4 theory questions out of which students will be required to attempt any two questions. Section B carrying 60 marks will contain five numericals out of which students will be required to attempt any three questions.

Course Contents

1. Introduction to Direct Taxes, Income Tax, Wealth Tax.
2. Important Provision of Income Tax Act
3. Basic Concepts: Assessment Years, Previous Years, Person, Income, Gross Total Income, Capital and Revenue Receipts and Expenditure, Residential Status and Incidence of Tax, Tax Free Income
4. Income From Salary: Meaning, Taxability of Allowances and Perquisites, Permissible Education, Treatment of PF, Gratuity, Tax Planning.
5. Income From Business and Profession: Basis of Charge, Scheme of Provisions, Deductions Expressly Allowed, Expenses Allowed Under Restriction, Depreciation, Tax Planning.
6. Income From House Property: Tax Planning, Income From Capital Gains and other Sources: Tax Planning
7. Deduction: Deduction Allowed From Total Income, Rebates and Relief. TDS: Tax Deduction at Source, Advance Payment of Tax, Filing of Returns,
8. Tax Planning in Relation to NRIs.

Text Books

Dr, Vinod Singhania/Monica Singhania, **Students' Guide to Income Tax**, Taxmann's

V.K. Singania, "**Direct Tax Law**", New Delhi, Taxman Publications. 2010

Jain & Jain **Tax Planning and Management/ Income Tax**, 2010, Pathmakers Bangalore

Hariharan, N , **Income Tax : Law & Practices**, 2e TMH 2009

Lal-**Income Tax**, Pearson, 2010

Reference Books

Lal-**Direct Taxes**, Pearson, 2010

Sukumar Battacharya, "**Indian Income Tax: Law & Practice**", New Delhi, Indian Law House

FT 303M Product Policy Management

Objective:-

Improve the understanding of and competence in making product-market choices, managing brands, and managing new product introduction. Explore the emerging concepts, techniques, and analytical approaches relevant to the above areas.

Examination Scheme:

The faculty member will award internal marks out of 20 (8 for Tests and 12 for class participation). The semester examination carrying 80 marks will have two sections A and B. Section A worth 60 marks will have 6 theory questions out of which students will be required to attempt any four questions. Section B carrying 20 marks will contain one or more cases/Numerical

Course Contents

1. Introduction to Product policy Management: Why Product Management, Relationship between Competition, Marketing and Product Management, Types of Product, Product classification, Product Management Process
2. Product strategy Proposed Product Planning Model-Setting Objectives, Monitoring the Environment, Situation Analysis, Development of a Product/Market Program, Product Mix Strategy.
3. Analysis of product line and product mix decisions.
4. Market structuring and product positioning strategies.
5. Strategic management of brands and their equities.
6. Idea generation, concept and product development and evaluation, and business analysis. Characteristics of Successful Product Development, New Product Development Process and Organizations.
7. Testing products and other critical elements of marketing mix. Test Marketing Objectives, Limitations of Test Marketing, Design Consideration in Test Marketing, Alternatives to test Marketing Procedures, Product Launch Tracking, Relaunch.
8. Test market planning, evaluation, and introduction strategies.

Text Books

Lehman Russel - **Product Management**, 4e TMH 2009

U C Mathur, **Product and Brand Management** Excel Books, 2010

Saaksvuori, **Product Lifecycle Management**, 2ed, 2009, Wiley

Baker & S Hart-**Product Strategy and Management**, 2/e, Pearson 2010

Ulrich, Karl, **Product Design and Development**, 3e TMH 2009

Trott-Innovation Management and New Product Development, 4/e, Pearson2010

Reference Books

Wind Yoram J., "**Product Policy: Concepts, Methods and Strategies**", Masschusetts, Addison-Wesley Pub. Co., Reading USA.

Baker Michael and Hart Susan, "**Product Strategy and Management**", London, Prentice Hall.

Ramanuj Majumdar, "**Product Management in India**", New Delhi, Prentice Hall, India

FT 304M Advertising and Brand Management

Objective

The purpose of this course is to familiarize the students with the role of advertising in the context of promoting products and services. Advertising is one of the most ubiquitous promotional tools on which big money is spent. It is important to understand the advertising process and key decision areas for effective management of this function.

Examination Scheme:

The faculty member will award internal marks out of 20 (8 for Tests and 12 for class participation). The semester examination carrying 80 marks will have two sections A and B. Section A worth 60 marks will have 6 theory questions out of which students will be required to attempt any four questions. Section B carrying 20 marks will contain one or more cases.

Course Contents

1. Advertising industry: advertisers, agencies, media companies and other organizations. The communication model: communication process, stages and challenges. Economic, social, ethical and regulatory aspects of advertising.
2. Demand creation role of advertising in primary and secondary demand. How advertising works" Hierarchy of effects model, advertising objectives, routes to persuasion.
3. Customer behaviour and advertising: segmentation, motivation analyses, and value proposition.
4. Advertising Objectives: goals and objectives. DAGMAR
5. Advertising message: message objectives, recall, attitude, emotions and feelings. Message tactics: creative approaches, copy writing. Creative aspects of advertising: copy writing, advertising artwork, copy in conventional media and cyberspace,
6. Media strategy: budgeting, approaches and allocation. Media planning types, class, vehicle, scheduling and new media forms. Advertising effectiveness; pre and post launch research. Advertising in the evolving marketing environment
7. Branding context: assets and the asset, concept of value, brand and marketing metrics; Brand meaning: brand image and personality, brand and product; Brand planning; brand vision and visioning process, business of brand: Brand audit brand reality check and brand appraisal.
8. Brand positioning; choice of context, parity and differentiation. repositioning. Brand equity: brand assets and liabilities, equity creation and management.

Text Books

Belch, Belch, **Advertising & Promotion: An Integrated Marketing Communication**

Persp., 7e TMH 2009

Keller, **Strategic Brand Management**, 3/e, Pearson 2010

Kazmi & Batra **Advertising & Sales Promotion**, Excel Books, 2010

Harsh Verma **Brand Management**, Excel Books, 2010

Sengupta - **Brand Positioning**, 2e TMH 2008

Shah, Kruti, **Advertising and Promotions : An IMC Perspective**, 1e TMH 2009

Reference Books

Keller, **Best Practice Cases in Branding**, 3/e, Pearson 2010

Batra-**Advertising Management** 5/e, Pearson 2010

Jefkins-**Advertising**, 4/e, Pearson 2010

Lane-Kleppner's **Advertising Procedure**, 16/e, Pearson 2010

Wells-**Advertising: Principles and Practice**, 7/e, Pearson 2010

FT 305M Sales and Distribution Management

Objectives

The objectives of this course are to expose the students to various aspects of sales and distribution management as an integral part of marketing management, and provide abilities in sales and distribution system.

Examination Scheme:

The faculty member will award internal marks out of 20 (8 for Tests and 12 for class participation). The semester examination carrying 80 marks will have two sections A and B. Section A worth 60 marks will have 6 theory questions out of which students will be required to attempt any four questions. Section B carrying 20 marks will contain one or more cases

Course Contents

1. Personal Selling: The Role of personal selling in marketing mix. The personal selling process, Personal selling objectives, Types of Sales Jobs.
2. Theories of Sales Management: objectives, Nature and Scope. Buyer - Seller Dyads, Theories of selling - AIDAS Theory, "Right set of circumstances" Theory, "Buying Formula" Theory, and Behavioural Equation, Theory of selling.
3. Sales Planning: Sales Organization, Sales Forecasting, Sales Budgeting, Territory Design and Setting Quotas.
4. Operational Sales Management: Selection, Training, Motivation and Compensation, Evaluation and Control of Sales Force.
5. Sales promotion's impact on sales; Evaluation of sales promotion experiments; Choice and purchase timing models: Manufacturer promotion planning process; Retailer promotion planning process; Strategic issues In designing promotional strategies; Substantive findings and issues on coupons, trade dealings, and retail promotions.
6. Distribution: Design of Distribution Channel, Management of Channels, Managing Co-operation, Conflict and Competition, Vertical and Horizontal Marketing Systems.
7. Wholesaling and Retailing: Importance, Types, Marketing Decisions for Wholesalers, Retailing: Importance, Types, Retailer Marketing Decisions.
8. Physical Distribution: Objectives, Order Processing, Warehousing Inventory, Transportation, Organizing for Physical Distribution, EDI and supply chain, Internet as a medium for order processing and Information.

Text Book

S L Gupta, **Sales and Distribution Management**, Excel Books,2010

Cron ,**Sales Management: Concepts and Cases**, 10 Edn ,2010,Wiley

Havaldar, Krishana - **Sales & Distribution Management**, 2e TMH 2009

Spiro, Stanton - **Management of a Sales Force**, 11e TMH 2008

Tanner-**Sales Management**, Pearson,2010

Still-**Sales Management Decisions, Strategies and Cases**, 5/e, Pearson,2010

Reference Books

Cundiff and Govni, "**Sales Management - Decisions, Strategy and Cases**", New Delhi: Prentice Hall of India.

Ingram, Laforge, Avila, Schwepker and Williams, "**Sales Management**", Thomson

Watuba R. Thomas,"**Sales Management-Texts and Cases**", Business Publication

Johnson, Kurtz and Scheving"**Sales Management, Concept practice& cases**,
MacGrawHill

FT 303H Industrial Relations and Labour Law

Objective

Industrial Relations play an important role in organizations. Organisational efficiency and performance are intricately interlinked with industrial relations. This course will expose students to the conceptual and practical aspects of industrial relations at the macro and micro levels.

Examination Scheme:

The faculty member will award internal marks out of 20 (8 for Tests and 12 for class participation). The semester examination carrying 80 marks will have two sections A and B. Section A worth 60 marks will have 6 theory questions out of which students will be required to attempt any four questions. Section B carrying 20 marks will contain one or more cases

Course Contents

1. Industrial Relations: Concept & Scope;
2. Industrial Relations Perspectives: Conflict model Vs. Collaboration model.
3. Globalisation and the emerging socio-economic scenario and Their impact on Industrial Relations. I.R and the State: Role of state.
4. Legal Framework of Industrial Relations. Trade Unions: philosophy and perspectives; history and structure of Trade Unions; Impact of Globalisation. Technology and economic reforms on Trade Unions. Emerging changes in Trade Unions.
5. Discipline and Disputes: Negotiation. Mediation, Arbitration - Works Committee. Conciliation. Board of Conciliation. Court of enquiry.
6. Labour Court, Industrial Tribunal. National Tribunal; Role of Judiciary & its impact on industrial relations.
7. Disciplinary procedures and Grievance Management machineries Industrial Disputes Act. Negotiation and Conflict vs Settlements. Productivity Bargaining and Gain Sharing.
8. Employee Empowerment, worker participation in Management and Their impact on Quality of Work Life and Industrial Relations.

Text Books

Sen –**Industrial Relation in India** 2/e,2009 Macmillan Publishers

Sinha-**Industrial Relations, Trade Unions, and Labour Legislation**, Pearson

B D Singh, **Industrial Relations and Labour Laws**, Excel Books,2010

Monappa, Arun - **Industrial Relations**, 1e TMH 2007

Taxmann's, **Labour Laws**, 2010, Taxmann'

Reference Books

Dundon, T & Dorek. R , **Employment Relations in Non-Union Firms**. New York
Routledge

Joseph. J. **Industrial Relations Towards a Theory of Negotiator Connectedness**
New Delhi: Response Books

Kaufman, B. (Ed.). **The Global Evolution of Industrial Relations: Events and the
IIRA**. Geneva: International Labour Office.

Kelly. E. J, **Industrial Relations: Critical Perspectives on Business and
management, vols 1-5**. London: Routlodgo

Venkata Ratnam. C. S. **Industrial Relations**. New Delhi: Oxford University Press.

FT 304H Human Resource Development & Audit

Objective

The objective of the Human Resource Development Course is to provide the students with a clear understanding of the concepts, processes, practices and strategies that

form the basis of successful HRD in organizations. The course is intended to facilitate the development of knowledge and skills that HRD specialists need in performing their strategic role. The course strives to facilitate the understanding of how concepts and theories can be put into practice in a variety of organizations. The content of the course is also designed to familiarize students with the role of line managers and HR specialists in HRD.

Examination Scheme:

The faculty member will award internal marks out of 20 (8 for Tests and 12 for class participation). The semester examination carrying 80 marks will have two sections A and B. Section A worth 60 marks will have 6 theory questions out of which students will be required to attempt any four questions. Section B carrying 20 marks will contain one or more cases

Course Contents

1 HRD Concepts: Definition, Evolution, HRM & HRD. Challenges & Goals of HRD.

2 HRD Function: HRD department structure, functions, and staffing

3 HRD Professionals: Roles and Competencies,

4 Developing HR Strategies:HRD System Design Principles, Systems Approach to HRD. Design & Administration of Select HRD Systems

5 Career Management and Development. Mentoring at Workplace. Work-Life Integration, Performance Management System

6 HRD & Diversity: HRD for culturally diverse employees. Developing global managers. HRD systems for International managers.

7 Applications of HRD: HRD Climate. HRD for managing organizational change. HRD for Workers (blue collar employees)

8 HRD Audit: Meaning and Concept, Need, Designing HRD Audit Process, Parameters to be Audited, Audit Results, Preventive and Corrective Actions, Role in Business Improvement, Methodology and Limitations.

Text Books

Kandula,**Strategic Human Resource Development**,2010 PHI Learning

French, Bell - **Organizational Development and Transformation** , 6e TMH 2008

R Krishnaveni, **Human Resource Development** Excel Books,2010

Kalyani Mohanty **Human Resource Development & Organisational Effectiveness**,
Excel Books,2010

Dessler- **Human Resource Management** 11/e, Pearson2010

Mankin. D. (2009) **Human Resource Development** New Delhi, Oxford Univ Press

Reference Books

Kozlowski. S. V/. J. & Slas. E, (Ed). **Learning, Training, and Development tn Organisations.**
(2009). New York: Routledge

Agarwala. T. **Strategic Human Resource Management**,2007,Oxford University Press;

Rao. T. V. ,**HRD Audit** New Delhi: Response Books.

Som, A. **Organization Redesign and Innovative HRM** . 2008. New Delhi: Oxford
University Press

Wornor. J.M.† & DeSimono, R. L **Human Resource Development: Foundation:
Framework & Application** 2010, Cengage Learning.

FT 305H SOCIAL PSYCHOLOGY

Course Objectives

The Objectives of this course are to understand human behavior in social and industrial settings. A student will be able to comprehend the causes of behavior as well as the methods of improvement by going through this course.

Examination Scheme:

The faculty member will award internal marks out of 20 (8 for Tests and 12 for class participation). The semester examination carrying 80 marks will have two sections A and B. Section A worth 60 marks will have 6 theory questions out of which students will be required to attempt any four questions. Section B carrying 20 marks will contain one or more cases

Course Contents

1. Social Psychology: Definition, Nature and Background.
2. Social Perception: Non-Verbal Communication, theories of Attribution, Impression formation and impression management.
3. Social Identity: Self Concept, Self-esteem, Self-efficacy, Self-monitoring and self-focusing.
4. Social Influence: Conformity, Compliance and Obedience.
5. Interviews, Application Blanks and References: the interview, Application blanks and biographical inventories, References and background investigations.
6. Employment Testing: Testing abilities, Testing personality, Testing skills and achievements, Using and not using tests.
7. Safety Psychology: Safety management and safety psychology, Differential accident liability.

Text Readings

Howitt - **Social Psychology: Conflicts & Continuities**, 1e TMH 2008

Baron, **Social Psychology**, 12/e, Pearson, 2010

Taylor, **Social Psychology**, 12/e, Pearson, 2010

DeLamater, **Textbook of Social Psychology**, 1st 2008 Cengage Learning

Jex, **Organizational Psychology: A Scientist Practitioner Approach**, 2009 Wiley

Landy, **Work In The 21st Century: An Introduction to Industrial and Org. Psychology**, 2009, Wiley

Reference Books

John B. Miner, "**Industrial - Organizational Psychology**", Singapore, McGraw Hill.

Robert A. Baron and Donn Byrne, "**Social Psychology: Understanding Human Interactions**", New Delhi, Prentice Hall of India, 7th Ed

S.C. Taylor, L.A. Peplau and D.O. Sears, "**Social Psychology**", New Jersey, Prentice Hall Inc., 7th Ed., 1995.

Baumeister, Fundamentals of Social Psychology, 1st, 2008 Cengage Learning

FT 303I Object Oriented Programming using C++

Course Objective

The objective of this course is to help students to understand the concepts of Object Oriented programming using C++ and their use in organization and processing complex business information.

Examination Scheme:

The faculty member will award internal marks out of 20 (10 marks for the internal performance of the student and 10 marks for viva voce). The semester examination carrying 80 marks will have 7 questions out of which students will be required to attempt any 5 questions.

Course Contents

1. Object Oriented Programming: Introduction, Advantages of Object Oriented Programming, Procedural versus Object Oriented Languages, Overview of: Objects, Classes, Encapsulation, Data Binding, Inheritance and Polymorphism.
2. Programming with C++: General forms of a C++ programme, I/O with cout and cin, different operators, scope resolution operator, Data types, For while, do-while, if-else, switch and conditional statements, Classes and objects: structure and classes, unions and classes, constructors and destructors, Automatic, external and static data members and member function.
3. Arrays & Pointers: arrays of objects, Pointer to object, the this pointer, Function: General form, Prototypes, returning, passing objects to functions returning objects, friend function, recursion, and references.
4. Inheritance: Multilevel and Multiple Inheritance, Constructor, Destructor and Inheritance, Private, Public and Protected access specifies, function and operator overloading.
5. Functions & Templates: Virtual function, pure virtual function, polymorphism, generic functions, generic types, overloading of templates and functions, standard parameters with template functions, applying generic functions, and generic class.
6. File and Exception handling: Introduction to templates and Exception handling, File Classes, Opening and Closing a file, Reading and writing a text file, detecting EOF

Text Books

Thampi,Mantha,**Object oriented programming in C++**,2010,dreamtech press
Farrell, **Object oriented programming using C++** ,1st , 2009 Cengage Learning
E Balagurusamy, **Object Oriented Programming With C++**, 4e TMH 2009
Jyoti Singh **Object Oriented Systems & Concepts of C ++**,2010,Excel Books

Kamthane,**Object-Oriented Programming with ANSI and Turbo C++**,2010,

Bhave-**Object-Oriented Programming with C++**, 2010,Pearson

Subhash,**Object Oriented Programming in C++**, 2010.Pearson

Forouzan,**Computer science:A structured app. Using C++**,2nd 2009 Cengage

Reference Books

Bjarne Stroustrup, "**The C++ Programming Language**", Addison-Wesley, NewYork,

Scott Meyers, "**Effective C++**", Addison-Wesley, New York,

Walter Savitch, "**Problem Solving with C++**", Addison-Wesley, New York,

FT 304I Management Information System

Course Objective

The objective of this course is to help the student acquire the basic knowledge of information system so as to enable them to make more efficient use of information for decision making.

Examination

The faculty member will award internal marks out of 20 (10 marks for the internal performance of the student and 10 marks for viva voce). The semester examination carrying 80 marks will have 7 questions out of which students will be required to attempt any 5 questions.

Course Contents

1. The meaning and use MIS, System View of Business, Process of MIS, Development of MIS within the organization, Management Process, Information Needs, System Approach in Planning Organizing and Controlling MIS.
2. Planning, Implementation and Controlling of Management Information System.
3. Fundamentals of Data Processing, Computer Operation of Manual Information System, Components of Computer Systems, Flow Chart, Conversion of Manual to Computer Based Systems, Computer Systems Software, Application Software, Telecommunication Modem.
4. Managerial Decision Making, characteristics and components of Decision Support System.
5. System Design: System design consideration, input/output design, forms design, file organization and database, data management, file design, program design, control and security.

Text Reading

Sushila Madan, **Management Information System**,2010,Taxmann's

Goyal , **Management Information System** 3/e,2010 Macmillan Publishers

Arora & Bhatia **Management Information Systems**,2010,Excel Books

Kumar & Gupta **Management Information Systems** 2010,Excel Books

Laudon,**Management Information Systems: Managing the Digital Firm**, 11/e,
Pearson

Pearlson **Managing and using Information Systems**,3rd edn , 2009, Wiley

Reference Books

Rainer, **Introduction to Information Systems: Supporting and Transforming Business** ,2nd Edn ,2010, Wiley

McLeod-**Management Information Systems** 10/e, Pearson

O'brien, James,**Management Information System (SIE)**, 9e TMH 2009

JawadekarWaman,**Management Information Systems:Text & Cases**, 4e TMH 2009

Davis, Keith,**Management Information Systems**, 2e TMH 2009

FT 305I RDBMS using ORACLE

Course Objective

The objective of this course is to help students to understand the basics of Relational Database Management System, and back-end Tool using ORACLE and their use in organization and processing complex business information.

Examination Scheme:

The faculty member will award internal marks out of 20 (10 marks for the internal performance of the student and 10 marks for viva voce). The semester examination carrying 80 marks will have 7 questions out of which students will be required to attempt any 5 questions.

Course Contents

1. Database Management Systems: Data, Database, Database Management Systems, Types of Database Management Systems – Relational, Hierarchical, Network, and Object oriented database management systems, Entity Relationship Model (E-R Model) Normalization Theory, Codd's Rules for RDBMS.
2. Relational Database Management Systems: Concepts of RDBMS, Components of RDBMS, Introduction to SQL, Data Definition language, Data Manipulation Language, Query Language, Data Control Language, Cartesian Product and Joins, Use of Union, Intersection, Minus, SQL operators and functions, SQL select statement and type of queries, In, Exists, Group by Having and Like clause in SQL, View, Sequence and synonyms SQLPLUS, creating reports using SQLPLUS.
3. SQL/PLSQL: Introduction to PL/SQL, The PL/SQL block constructs, using variables and SQL statement in the PL/SQL block, PL/SQL constructs like If..Else..Endif, Loop. .Endloop, while loop etc. working master detail relationship, writing triggers informs and creating list of values with cursors, creating and using stored functions, procedures and packages.
4. Advanced Database Concepts: Data mining, data warehousing-design, basic principles, OLAP, transaction management, failure & recovery.

Text Readings

Dasgupta, **Database management System, Oracle, SQL&PL/SQL 2010**, PHI, Learning
Deshpande, **SQL & PL/SQL for Oracle 10g Black Book**, 1st Edn, 2007, Dreamtech
Dreamtech, **Oracle 10g Administration in Simple Steps**, 1edn ,2008, Dreamtech
Harrison-Oracle **Performance Survival Guide A Systematic Approach to
Database, 2010** Pearson

Reference Books

Ramez Elmasri & Shamkant B. Navathe, “**Fundamentals of Database Systems**”, Addison-Wesley, New Delhi,

Ivan Bayross, “**SQL / PLSQL**”,BPB Publications, New Delhi,

Abrahan Sliberschatz, Henery F. Korth, S. Sundershan, “**Database System Concepts**”, Mc Graw Hill Inc., New York,

Bipin C. Desai, “**An Introduction to Database Systems**”, Golgotia Publications

Ivan Bayross, “**Commercial Application Development using Oracle / Developer 2000 Form 5**”, BPB Publications, New Delhi

C.J. Date, “**An Introduction to Database Systems**”, Addison-Wesley, New Delhi

George Koch & Kevin Loney, “**ORACLE 8 – The Complete Reference**”, TMH,

FT 303P Strategic Technology Management

Objective

Objective of this course is provide the students exposure to the concepts of technology management, and technology management issues like technology development, acquisition, absorption, diffusion and technology support systems.

Examination Scheme

The faculty member will award internal marks out of 20 (8 for Tests and 12 for class participation). The semester examination carrying 80 marks will have two sections A and B. Section A worth 60 marks will have 6 theory questions out of which students will be required to attempt any four questions. Section B carrying 20 marks will contain one or more cases

Course Contents

1. Technology Issue and Implications: Concepts and Definition, Aspects and Issues,
2. Technology Change: Implication
3. Technology Development and Acquisition: Forecasting and Decasting, Identifying
4. Technological Change, Generation and Development and Technology Transfer..
5. Technology Absorption and Diffusion: Absorption: Accommodate and Management
6. Technological Change, Evaluation and Assessment and Diffusion
7. Technology Environment: Science and Technology in India, Policies, Linkages.
8. Technology Support Systems: Financing, Information Systems, Organization at Enterprise Level.

Text Books

Khalil, Tarek, **Management of Technology**, 1e TMH 2009

Burgelman, Robert, **Strategic Management of Technology & Innovation**, 4e TMH 2009

Narayanan, **Managing Technology and Innovation for Competitive Advantage**, 2010, Pearson

White, **The management of Technology and Innovation** 1st 2008 Cengage Learning

Frenzel, **Management of information Technology**, 4th, 2008 Cengage Learning

Tidd, **Managing Innovation: Integrating Technological Market and Organizational Change**, 2006 Wiley

Reference Books

Betz and Fredrick, **Managing Technology**, New Jersey, Prentice Hall Publications, .
Dodgesonmark, **Technology Strategy and the Firm**, U.K., Longman Publications, .
Stoneman, **Economic Analysis of Technological Change**, Oxford Univ. Press
Micheal Earl, **Information Management**, London, Oxford University Press.
Rohtangi, K. Rohtangi and B. Bowonder, **Technology Forecasting**,TMH Publications,
Peter F. Drucker, **Technology Management and Society**, London, Pam Books
IGNOU **Notes on Technology Management (MS-94)**, Meerut, IGNOU Pub,

FT 304P Product Innovation and Planning

Objective

Improve the understanding of and competence in making product-market choices, managing brands, and managing new product introduction. Explore the emerging concepts, techniques, and analytical approaches relevant to the above areas. The emphasis will be on the application of concepts and tools used in PPC for achieving efficiency and quality superiority.

Examination Scheme:

The faculty member will award internal marks out of 20 (8 for Tests and 12 for class participation). The semester examination carrying 80 marks will have two sections A and B. Section A worth 60 marks will have 6 theory questions out of which students will be required to attempt any four questions. Section B carrying 20 marks will contain one or more cases/Numerical

Course Contents

1. Product strategy Proposed Product Planning Model-Setting Objectives, Monitoring the Environment, Situation Analysis, Development of a Product/Market Program, Product Mix Strategy. Analysis of product line and product mix decisions.
2. Idea generation, concept and product development and evaluation, and business analysis. Characteristics of Successful Product Development, New Product Development Process and Organizations.
3. Testing products and other critical elements of marketing mix. Test Marketing Objectives, Limitations of Test Marketing, Design Consideration in Test Marketing, Alternatives to test Marketing Procedures, Product Launch Tracking, Relaunch. Test market planning, evaluation, and introduction strategies.
4. Materials Planning and Control: Input Required for Materials Planning and Control, Steps in Materials Planning and Control, Techniques of Materials Planning and Control, Machining Allowances, Make or Buy Decision, Scientific Stock Control Techniques (Inventory Control Models).
5. Factors Influencing Process Planning: Step in Process Planning and Process Selection.
6. Manufacturing resource planning (MRP II): Introduction, Aggregate production planning, master production scheduling, MRP II (Introduction, concepts), MRP II with Just in Time, choice of software, making MRP II system work, achieving business objectives with MRP II.
7. Scheduling: Factors Influencing Scheduling, Working and Scheduling Charts, Job Sequences (n job on two machines, n job on three machines), Project Scheduling, Critical Ratio Scheduling.

8.Capacity Planning: Capacity Planning, Integrated Production Planning and Control.

Text Books

Saaksvuori,**Product Lifecycle Management**, 2nd edn ,2009, Wiley

Stephen N Chapman,**Fundamentals of Production, Planning and Control**,1st Edition, 2007

Alan Muhlemann, **Production and Operations Management**, 6th Edition, 2007

R K Srivastava,**Product Management & New Product Development**,2010,Excel Books

Reference Books

Jhamb, "**Production Planning and Control**", Pune: Everest Publications,

Hari Raghu Rama Sharma, "**Production Planning and Control Concepts and Application**", New Delhi: Deep and Deep Publications,

Bill Scott, "**Manufacturing Planning System**", London: McGraw-Hill Publications,

George W. Plossl, O. R. Licky's. "**Materials Requirement Planning**", New York: McGraw-Hill Publications ,

FT 305P Work Study and Productivity

Objective

The objective of the course is to expose students to the of productivity and various techniques of time and motion study, and help them develop abilities and skills required for the enhancement of value and productivity.

Examination Scheme

The faculty member will award internal marks out of 20 (8 for Tests and 12 for class participation). The semester examination carrying 80 marks will have two sections A and B. Section A worth 60 marks will have 6 theory questions out of which students will be required to attempt any four questions. Section B carrying 20 marks will contain one or more cases/Numerical

Course Contents

1. Concepts and Definition of Productivity, Productivity Improvement Factors (Both Internal and external to the Organization)
2. Work Content of a Job, Management Techniques to Reduce Work Contents and Ineffective Time.
3. Human Aspects in Application of Work. Study.
4. Introduction and Selection of Jobs, Flow Diagram, String Diagram, Flow Process Chart, Multiple Activity Chart, Travel Chart ..
5. Principles of Motion Economy, Classification of Movements, Micro Motion' Study, Simo-chart.
6. Purpose, Use Techniques and Procedure of Work Measurement, Time Study, Selecting Jobs to be
7. Studied and Making a Time Study, Rating, Allowance, Techniques of Work, easurement, Activity
8. Sampling, Synthesis, Analytical Estimating, Predetermined motion Time Systems.

Text Readings

Barnes, **Motion and Time Study Design and Measurement of Work**, 2009, Wiley International Labour Office, Geneva, **Introduction to Work Study**, Universal Book Corporation, 3rd Revised Ed.,

