INSTITUTE OF MANAGEMENT STUDIES

M.B.A. (HUMAN RESOURCE MANAGEMENT) MS5E
Semester III

Subject Name	SOCIAL AND INDUSTRIAL PSYCHOLOGY	Subject Code	HR 301C
		Total Credits	03

Subject Nature: CORE

Course Objective: The students will help students to :

- **Understand person's behaviour in groups**
- **Industrial safety psychology**
- **About self concept**

Learning Outcome:

At the end of the course student will learn Communication effectively in both oral and written formats. Career planning and development emerge from the major with realistic ideas about how to use psychological knowledge, skill and values.

Examination scheme:

The faculty member will award internal marks out of 40 based on three assessments of 20 marks each of which best two will be considered. The end semester examination will be worth 60 marks having theory and cases/practical problems.

Course Contents		Class Room Contact Sessions
UNIT –1 **Social and Industrial Psychology**	1.1 Definition, **1.2** Nature and Background **1.3** Theories and Methods in Social Psychology	**10**
Unit-2 **Social Perception**	2.1 Non-Verbal Communication 2.2 Theories of Attribution 2.3 Impression formation and Impression Management	**08**
Unit-3 **Social Identity**	3.1 Self Concept, 3.2 Self-esteem, 3.3 Self-efficacy, 3.4 Self-monitoring 3.5 Self-focusing	**07**

Unit- 4 Social Influence	4.1 Conformity,	06
	4.2 Compliance	
	4.3 Obedience	
Unit -5 Interviews, Application Blanks and References	5.1 The interview,	04
	5.2 Application blanks and biographical inventories,	
	5.3 References and background investigations	
Unit-6 Employment Testing	6.1 Testing abilities,	05
	6.2 Testing personality,	
	6.3 Testing skills and achievements,	
	6.4 Using and not using tests	
Unit-7 Safety Psychology	7.1 Safety management and safety psychology,	05
	7.2 Differential accident liability	
	TOTAL CLASSROOM CONTACT SESSIONS	**45**

Learning Resources:

Text Readings : Latest Editions

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

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

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

INSTITUTE OF MANAGEMENT STUDIES

M.B.A. (HUMAN RESOURCE MANAGEMENT)
Semester III

Subject Name	Labour Law II	Subject Code	HR 302C
		Total Credits	03

Subject Nature: CORE

Course Objective:

The students will get an understanding of applying Labor laws in an organization to:

- Improves industrial relation i.e. employee – employer relations and minimizes industrial disputes.
- Helps workers in getting fair wages
- Reduces conflicts and strikes etc.
- Ensures job security for workers.

Learning Outcome:

At the end of the course students will become more informed and responsible future HR managers, as they have complete knowledge about the legislative compliances prevailing in our country related to labour.

Examination scheme:
The faculty member will award internal marks out of 40 based on three assessments of 20 marks each of which best two will be considered. The end semester examination will be worth 60 marks having theory and cases/practical problems.

Course Contents		Class Room Contact Sessions
UNIT –1 **Labour Welfare Legislation**	1.1 Concept and Philosophy of Labour Welfare. 1.2 Theories of Labour welfare. 1.3 Role of Labour Welfare Officers and Trade unions in Labour Welfare	**06**
Unit-2 **Social Security**	2.1 International Labour Standards on Social Security 2.2 Evolution and Growth of social legislation in India 2.3 Employees State Insurance Act, 1948 2.4 Payment of Gratuity Act, 1972 2.5 Employees' Compensation Act, 1923 2.6 Maternity Benefit (Amendment) Act, 2017	**15**

Unit-3 **Child Labour Legislation**	3.1 Evolution of Child Labour Legislation. 3.2 ILO's conventions and recommendations regarding Child Labour 3.3 Child Labour (Prohibition and Regulation) Act, 1986	07
Unit- 4 **Contract Labour Legislation**	4.1 Contract Labour Act (Regulation and Abolition) Act, 1970- Scope, Application, Important Definitions and Important Provisions	06
Unit -5 **Collective Bargaining in India**	5.1 Meaning, Nature & Emerging Patterns 5.2 Workers Participation in Management: Different degrees and forms of Worker's Participation in India	06
Unit-6 **Gender Justice**	6.1 Constitutional Aspects, Legal Aspects (Appointment, Conditions of Employment etc.), Social Norms of 21st Century. 6.2 Equal Remuneration Act, 1976	05
	TOTAL CLASSROOM CONTACT SESSIONS	45

Learning Resources:

Text Readings: Latest Editions

1. P.L. Malik, Industrial Law, Lucknow, Eastern Book Co., 1995.
2. Introduction to the Constitution of India 21st Edition, D.B.Basu
3. R.C. Chawla and K.C. Garg, Industrial Law, Ludhiana, Kalyani Publishers, 1993.
4. Industrial Relations, Trade Unions and Labour Legislation, P.R.N. Sinha, Indubala Singh and Seema Priyadarshini shekhar, Pearson, 2013.

INSTITUTE OF MANAGEMENT STUDIES			
M.B.A. (HUMAN RESOURCE MANAGEMENT)			
Semester III			
Subject Name	**Man Power Planning, Recruitment and Selection**	**Subject Code**	**HR 303C**
		Total Credits	**03**

Subject Nature:

Course Objective:

The course will help the students to understand the following HR activities:

- Optimum Productivity
- Reduction in labour cost
- Effective recruitment and selection
- Group satisfaction

Learning Outcome:

At the end of the course students should be able to;

1. Define HR Planning and explain how HR Planning is conducted in the organizations.
2. Explain Meaning and Concept, Need, of Designing effective Recruitment & selection Process,
3. Understand new trends in hiring & HR planning.
4. Describe HRIS & its importance to planning, recruitment & selection function of HR.

Examination scheme:

The faculty member will award internal marks out of 40 based on three assessments of 20 marks each of which best two will be considered. The end semester examination will be worth 60 marks having theory and cases/practical problems.

Course Contents		Class Room Contact Sessions
UNIT	**Content**	
1 **Manpower Planning**	*1.1. Manpower Planning and Resourcing:* Factors Affecting Manpower Planning, Need for Manpower Planning, Five Steps in Manpower Planning, Importance of Manpower Planning, Surplus & Shortage of resources. Obstacles in Manpower Planning, Advantages of Manpower Planning, Successful Manpower Planning, Consolidated Demand Forecast Development, Effective Decision Making, Gaining Senior Management Support, Meeting the Organization's Goals and Objectives *1.2 Manpower Forecasting:* Introduction, Forecasting, Necessity for forecasting, Steps in forecasting, Demand and supply forecasting, Demand Forecasting techniques, Forecasting accuracy, Benefits of forecasting 1.3 *Role of Human Resource in Manpower Planning:* Introduction, Inputs provided by HR for manpower planning, Key human resource elements	**10**

2 **HR information System & HR Accounting**	2.1 Purposes of HRIS, 2.2 Uses of HRIS 2.3 Establishing an HRIS Approaches to Evaluate HR Function. *2.4 Human Resource Accounting:* Introduction, Definition of Human Resource Accounting, Need, Significance, Objectives for HRA, Advantages of HRA , Methods of HRA, Objections to HRA, 2.5 Controlling Manpower Costs, True Costs of Planning and Recruitment, 2.6 Human Resource Accounting in India	**06**
3 *Developing a Manpower Plan*	3.1 Introduction, Developing a Manpower Plan, 3.2 Qualitative Side of Manpower Planning, 3.3 Behavioral Event Interviewing & Standard Interviews, 3.4 Competency Mapping (Skill Inventory), 3.5 Problems in Manpower Planning, 3.6 Sample Manpower Plan	**07**
4 **Recruitment**	*4.1 Sourcing & Recruitment:* Introduction, Sources of candidates, Recruitment, Outsourcing, Attracting candidates, E-Recruitment, Person specifications, Career Management, Career Planning & Succession Planning *4.2 Resourcing Strategy:* Introduction, Components of Resourcing Strategy, Business Scenario Planning, Estimating Future Human Resource Requirements, Labor Turnover, Action Planning, Role of HR in Developing Resource Capability, Resourcing Strategy	**07**
5 *Selection*	*5.1* Introduction, Selection Process, Selection Methods, 5.2 Types of tests- Psychological tests, Validity of tests, Psychometric tests, online test, Importance of tests, Interviews, Final stages 5.4 interpreting test results, 5.5 *Induction:* Introduction, Benefits of an Induction program, designing an induction program, Documentation, Types of Induction, On-the-Job Training	**07**

6 _Recent Trends in Manpower Development and Planning_	_6.1 Train to Hire:_ Introduction, Outsourcing the Train-to-Hire Process, Partnering with educational institutions, Generating revenue, setting up an academy, Designing Curriculum _6.2 Recent Trends in Manpower Development and Planning_ Introduction, 6.3 Competency mapping, 6.4 Knowledge management, 6.5 E-Manpower Development, E-Manpower planning, HRIS	08
	TOTAL CLASSROOM CONTACT SESSIONS	**45**

Learning Resources:
Text Readings: Latest Editions
 Donald Currie, "**Personnel in Practice for the New IPD-CPP",** Blackwell, MA.

R. W. Mondy and R. M. Noe, "**Human Resource Management",** Prentice Hall, London, 6th Ed.

INSTITUTE OF MANAGEMENT STUDIES

M.B.A. (HUMAN RESOURCE MANAGEMENT)
Semester III

Subject Name	HRIS	Subject Code	HR 304C
		Total Credits	03

Subject Nature: CORE

Course Objective:

- To impart knowledge to students regarding role of information systems in managing the HR functions in an organization.
- To develop an HR Information system.

Learning Outcome:

At the end of the course students will be able to develop an information system for HR function.

Examination scheme:

The faculty member will award internal marks out of 40 based on three assessments of 20 marks each of which best two will be considered. The end semester examination will be worth 60 marks having theory and cases/practical problems.

Course Contents		Class Room Contact Sessions
UNIT –1 **Introduction**	1.1 Data and Information needs for HR Manager 1.2 Sources of Data 1.3 Role of ITES in HRM 1.4 IT for HR Managers; Concept, Structure, and Mechanics of HRIS 1.5 Programming Dimensions and HR Manager with no technology background 1.6 Survey of Software Packages for Human Resource Information System including ERP Software such as SAP	06
Unit-2 **Data Management for HRIS**	2.1 Data Formats, Entry Procedure and Process 2.2 Data Storage and Retrieval 2.3 Transaction Processing 2.4 Introduction to RDBMS 2.5 HR-XML 2.6 Office Automation and information Processing and Control Functions 2.7 Design of HRIS: Relevance of Decision Making Concepts for Information System	10

Unit-3 Design; HRM Needs Analysis	3.1 Concept and Mechanics 3.2 Standard Software and Customized Software 3.3 HRIS - An Investment, Cost Benefit Analysis	07
Unit- 4 **HR Management Process and HRIS**	4.1 Modules on MPP 4.2 Recruitment 4.3 Selection, Placement 4.4 Module on PA System 4.5 T and D Module 4.6 Module on Pay A and Related Dimensions 4.7 Planning and Control; 4.8 Information System's support for Planning and Control	06
Unit-5 **HR Management Process II and HRIS**	5.1 Organization Structure & Related Management Processes Including authority and Responsibility Flows 5.2 Communication Process	05
Unit-6 **Organization Culture and Power**	6.1 Data Capturing for Monitoring and Review 6.2 Behavioural Patterns of HR and Other Managers and Their Place in Information Processing for Decision Making.	05
Unit-7 **HRIS**	7.1 Security of Data and Operations of HRIS Modules 7.2 Common Problems during IT adoption efforts and Processes to Overcome 7.3 Orientation and Training Modules for HR & Other Functionaries 7.4 Detailed Analytical Framework 7.5 Opportunities for combination of HRM & ITES Personnel 7.6 HRIS and Employee Legislation 7.7 An Integrated View of HRIS 7.8 Why and How of Winners and Losers of HRIS Orientation.	06
	TOTAL CLASSROOM CONTACT SESSIONS	**45**

Learning Resources:

Text Readings: Latest Editions

. **Handbook of Human Resource Information Systems, Basics, Applications and Future Directions, Michael J.Kavangarh, Mohan Tithe, Richard D Johnson, Sage Publications India Pvt ltd.**
2. **A Handbook of Human Resource Management Practice, "Michael Armstrong", Kogan page.**
3. **Managing and Measuring Employee Performance - Understanding Practice "Elizabeth HOULDSWORTH, Dilum JIRASINGHE", Kogan Page.**
4. **Accountability in Human Resource Management, "Jack J Phillips", Gulf Professional Publishing.**
5. **Hcas M. Awad, W.f. Casico, Human Resource Management, An Information Systems Approach, Reston Publishing Company.**
6. **Tony Ivey, Personnel Computer System, Mc Graw Hill International.**
7. **The Brave New world of e HR: Human resources Management in digital age, Guetual Stone editors, Wiley India Edition**

INSTITUTE OF MANAGEMENT STUDIES				
M.B.A. (Human Resource)				
Semester III				
Subject Name	**Service Marketing**		**Subject Code**	**HR 305E**
			Total Credits	**03**

Subject Nature: Elective

Course Objective:
The course will help the students to understand the following HR activities:
- **Services and Service Industry**
- Work of Marketing Personnel in Service Organizations

Learning Outcome:
At the end of the course students should be able to get an understanding of marketing of services and the role of human resource in service marketing.

Examination scheme:
The faculty member will award internal marks out of 40 based on three assessments of 20 marks each of which best two will be considered. The end semester examination will be worth 60 marks having theory and cases/practical problems.

Course Contents		Class Room Contact Sessions
Unit –I Services	1.1 Service Sector and Economic Growth 1.2 Service Concept 1.3 Characteristics and Classification of Service	**8**
Unit-2 Challenges in Service Marketing	2.1 Segmentation, 2.2 Differentiation 2.3 Positioning of Services.	**8**
Unit-3 Marketing Mix in Services Marketing	3.1 Product 3.2 Price 3.3 Place 3.4 Promotion 3.5 People 3.6 Physical Evidences 3.7 Process Decisions	**12**
Unit -4 Designing a Service Strategy	4.1 Service Management Process 4.2 Internal, External and Interactive marketing strategies	**7**
Unit-5 Managing Service quality and Productivity	5.1 Concept 5.2 Service quality models : Applications and Limitations 5.3 Productivity in Services.	**5**

Unit-6 **Applications of Service Marketing**	6.1 Marketing of Financial Services 6.2 Hospitality 6.3 Health 6.4 Educational and Professional Services 6.5 Marketing for Non-Profit Organizations and NGOs	05
	TOTAL CLASSROOM CONTACT SESSIONS	45

Text Reading: Latest Editions
Christopher H. Lovelock, "Services Marketing", New Delhi: Prentice Hall of India, 3rd Edn., 1996.
2. Ravi Shankar, "Services Marketing", New Delhi, Global Press, 2nd Edn. 1998.
3. V. A. Zeithamal , D.W. Gremler and M. J. Bitner, "Service Marketing: Integrating Customer Across the Firm", McGraw Hill, 2002

INSTITUTE OF MANAGEMENT STUDIES
M.B.A. (HUMAN RESOURCE)
Semester III

Subject Name	TRAINING & DEVELOPMENT	Subject Code	HR-306E
		Total Credits	03

Subject Nature: CORE

Course Objective:
- To introduce the importance of training & development in Human Resource Management; and that in organization for its overall growth.
- Help students familiarize with the scope of training & development as an independent stream in career development.
- Explore various Training & development Outlooks; as well as its evolution, dependency & as strategic essential in organization' holistic growth.

Learning Outcome:

At the end of the course students should be able to;

1. Understanding the evolution of human skills, Learning & is experiential nature in work life.
2. To be able to train/ design training & development modules & execute them efficiently & effectively.
3. To be able to identify. Sync & structure organizational' objective & growth with T&D needs as Human Resource Manager.
4. Learn implementation of Training Process, Assessment & reach out for 360 degree development of human resource potential in Organization.

Examination scheme:

The faculty member will award internal marks out of 40 based on three assessments of 20 marks each of which best two will be considered. The end semester examination will be worth 60 marks having theory and cases/practical problems.

Course Contents		Class Room Contact Sessions
Unit-1 Introduction TO T&D	1.1 Scope, Functions 1.2 Evolution & Importance 1.3 Systems Approach to Training	04
Unit-2 Training Need Assessment	2.1 Organization Analysis, 2.2 Task Analysis, 2.3 Person Analysis	07
Unit-3 Designing the Training Programs	3.1 Learning theories & Principles of Learning, 3.2 Trainee Readiness and Motivation, 3.3 Establishing Training Objectives.	10

Unit- 4 Implementing the Training Programs	4.1 Training Methods for non-managerial employees 4.2 Management Development. 4.3 Strategic Development & Skill Development; 4.4 Work Life Balance Training	**06**
Unit -5 Developing the Group and the Climate	5.1 The Social Process, 5.2 Establishing Tasks in Common, 5.3 Building Realistic Relationships, 5.4 the Training climate, 5.5 Personal and Inter-Personal Dimensions. 5.6 Trainers and Training Styles.	**08**
Unit-6 Evaluating the Training Program	6.1 Kirkpatrick four-level approach & other alternative models, 6.5 Bench Marking	**06**
Unit – 7 Special Topics in Training and Development:	7.1 Orientation Training, 7.2 Basic Skills Training, 7.3 Team Training, 7.4 Diversity Trainings.	**04**
	TOTAL CLASSROOM CONTACT SESSIONS	**45**

TEXT READINGS:

1. Rolf P. Lynten and Udai Pareek, Training for Organizational Transformation Part - 2, Sage Publications, 2000.
2. Bohlander, Snell and Sherman, Managing Human Resources, Lachina Publishing Services, 2000.

INSTITUTE OF MANAGEMENT STUDIES			
M.B.A. (Human Resource)			
Semester III			
Subject Name	**Managerial Counseling**	**Subject Code**	**HR 307E**
		Total Credits	**03**

Subject Nature: Elective

Course Objective:
- To promote understanding of the concept and schools of counseling
- To Select the key areas and situations where management can and should help employees in performance planning and career advancement
- To develop alternative approach to dealing with problem situations in organizations.

Learning Outcome:

At the end of the course students should be able to;

4 Understand that various approaches to counseling

5 conduct counseling intervention in the organization

6 Outline the counseling process used in organizations

Examination scheme:

The faculty member will award internal marks out of 40 based on three assessments of 20 marks each of which best two will be considered. The end semester examination will be worth 60 marks having theory and cases/practical problems.

Course Contents		Class Room Contact Sessions
Unit –I Introduction	1.1 Introduction to counseling and characteristics of a counselor 1.2 Process of counseling 1.3 Development of Counseling Skill 1.4 Role of Counselor in guidance & counseling.	**8**
Unit-2 Psychological Testing and types of counseling	2.1 Need and Uses of Tests 2.2 Different Types of Test: Intelligence Tests, Achievement and Aptitude Tests 2.3 Different Types of Test Personality Inventories, Interest Inventories, Projective Techniques and their limitations 2.4 Individual & Group technique in counseling 2.5 E-Counseling	10
Unit-3 Introduction to the Important Schools of Counseling	3.1 Psychoanalytic Foundations 3.2 Transactional Analysis 3.3 Gestalt Therapy 3.4 Rational Emotive Therapy 3.5 Person-Centred Approach to Counseling 3.6 Counseling setting	**12**
Unit -4 Counseling Interventions in Organizations:	4.1 Empathy, Listening and Responding, Effective Feedback 4.2 Performance Counseling, Interpersonal Conflict 4.3 Counseling & guidance for career planning & Decision Making.	**7**

Unit-5 Stress Management And Employee Well-Being	6.1: Stress and Performance 6.2Work-Life Balance 6.3 Stress Reduction Techniques 6.4 Employee Wellbeing: Concept, Importance, Factors influencing well-being.	8
	TOTAL CLASSROOM CONTACT SESSIONS	**45**

Text Reading: Latest Editions

Introduction to Counseling and Guidance, Seventh Edition (Pearson),Robert L Gibson, Indiana University, Mariann Mitchell, Indiana University.

INSTITUTE OF MANAGEMENT STUDIES
M.B.A. (Full Time) Batch 2017-19
Semester III

Subject Name	ENTREPRENEURSHIP	Subject Code	HR308E
		Total Credits	**03**

Subject Nature: GENERIC

Course Objective:
1. The objectives of this course are to help students to learn and to acquaint themselves with all the facets of Entrepreneurship.
2. To introduce the spirit of Entrepreneurship in students, inculcate creativity & risk taking.

Learning Outcome:
1. Provide overview of Entrepreneurship environment in country
2. The process of owning your business & art of sustaining a business.
3. Various qualities, character & leadership requirements of being an Entrepreneur.

Examination scheme:
The faculty member will award internal marks out of 40 based on three assessments of 20 marks each of which best two will be considered. The end semester examination will be worth 60 marks having theory and cases/practical problems.

Course Contents		Class Room Contact Sessions
UNIT –I **Entrepreneur & Entrepreneurship**	1. 1 Concept & Nature, 1.2 Definition Characteristics, Functions, Kinds, Role, 1.3 Difference between entrepreneur and Manager. 1.4 Role of entrepreneurship in development of economy 1.5 Ethical dimensions	5
Unit-2 **Theories of Entrepreneurship**	2.1 Theories of Entrepreneurship: Innovative theory, Theory of social change, Theory of model personality, Theory of Social behavior. 2.2 Creativity and entrepreneurship; Steps in Creativity; Innovation and inventions; Using left brain skills to harvest right brain ideas; Legal Protection of innovation; Skills of an entrepreneur; Decision making and Problem Solving (steps in decision making) 2.4 Process of Innovation- Social & Commercial 2.5 Entrepreneurial environment: Political, Economical, Technical, Social, Cultural, International.	8
Unit – 3 **New Venture**	3.1 Small Business : meaning, role, Strengths and weaknesses	5

	Defining an entrepreneur- entrepreneurial traits - Developing Entrepreneurs	
	3.2 New ventures :Acquiring an Established venture: Advantages and disadvantages of acquiring established business, considerations for evaluation business opportunities	
	3.3 Methods of valuing a business - Franchising and franchisee's perspective.	
Unit- 4 **Business Plan**	4.1 Need for a Business plan - Steps in the preparation of business plan. 4.2 Need for marketing research 4.3 Operating plans and financial plan 4.4 Dynamics of small business environment, Causes for small business failure, Success factors for small business	4
Unit -5 Feasibility Planning	5.1 Planning paradigm for new ventures - Stages of growth model 5.2 Fundamental of a good feasibility plan, components of feasibility plan ,Relevance of marketing concept to new ventures 5.3 Marketing research of pre-start-up planning ,Sources of marketing research information ,Implication of market research 5.4 Marketing functions that new ventures must address Establishing marketing and sales promotion infrastructure 5.5 Concept of pricing - Growth strategies - Marketing plan.	5
Unit-6 **Financing a new venture**	6.1 Financing and its effects on effective asset management – Alternate methods of financing 6.2 Applicability of Legislation 6.3 Venture capital and new venture financing - 6.4 working out working capital requirement - 6.5 Government agencies assisting in financing the project. Commercial banks, Financing institutions (IDBI,IFCI, ICICI, IRBI, LIC UTI, SFC, SIDC, SIDBI and EXIM Bank). 6.6 Micro Finance	10
Unit-7 **Life cycle of an entrepreneurial venture**	7.1 Role of entrepreneur during various transition 7.2 Requirements for successful patent grants : steps in obtaining a patent ,Registration of trademark , copyright and the concept of fair use, protection of intellectual property 7.3 Entrepreneurship Strategies & Policies: concept of Entrepreneurial Strategies, Need for effective Entrepreneurial Policy.	8
	TOTAL CLASSROOM CONTACT SESSIONS	**45**

Text Reading

1. David H. Holt Entrepreneurship: New Venture Creation, PHI
2. Mary Coulter Entrepreneurship in Action,PHI
3. B.K. Mohanty Fundamentals of Entrepreneurship, PHI

Suggested
1. **Stay Hungry Stay Foolish**
2. **Autobiography of Steve Jobs, Bill Gates**

INSTITUTE OF MANAGEMENT STUDIES			
M.B.A. (Full Time) Batch 2017-19 **Semester III**			
Subject Name	**CORPORATE GOVERNANCE**	**Subject Code**	**HR 310E**
		Total Credits	**03**

Subject Nature:

Course Objective:

Objectives of this course is to help the students gain knowledge about corporate governance and its relevance of in the business environment.

Learning Outcome:

1. Provide overview of Entrepreneurship environment in country
2. The process of owning your business & art of sustaining a business.
3. Various qualities, character & leadership requirements of being an Entrepreneur.

Examination scheme:

The faculty members will award internal marks out of 40, based on the three assessments of 20 marks . Best of the two will be considered. The end semester examination will be of 60 marks.

Course Contents		**Class Room Contact Sessions**
UNIT –I	Corporate Governance an overview -The Theory and Practice of Corporate Governance, Landmarks in the Emergence of Corporate Governance. The history of corporate governance.	5
Unit-2	Corporate Governance and other Stake holders - The key corporate Actors of corporate governance, the stakeholders, employees, customers, bankers, lenders, government agencies etc.	8
Unit – 3	Corporate Social Responsibility. –Introduction to corporate social responsibility, corruption, CSR & Corporate Sustainability. Business Ethics & CSR.	5
Unit- 4	Corporate Governance Framework in India – Corporate Boards and its powers, Responsibilities, Disqualifications; Board Committees and their Functions, Clause 49 of Listing Agreement..	4
Unit -5	Major Corporate Governance Failures –Bank of Credit and Commerce International (UK), Maxwell Communication Corporation and Mirror Group Newspapers (UK), Enron (USA), World.Com (USA), Andersen Worldwide (USA), Vivendi (France), and Satyam Computer Services Ltd (India); Common Governance Problems Noticed in various Corporate Failures.	5
Unit-6	Good Governance Parameters in India.	10
Unit-7	The Role of Government in Ensuring Corporate Governance	8
	TOTAL CLASSROOM CONTACT SESSIONS	**45**

Text Reading

1. Corporate Governance – A.C. Fernando, Pearson education ltd New Delhi
2. Corporate Governance - C.V. baxi
3. Corporate governance and business ethics – U.C.Mathur
4. Corporate governance – Swami Parthswrtahy

INSTITUTE OF MANAGEMENT STUDIES			
M.B.A. (HR)			
Semester III			
Subject Name	**Operations Management**	**Subject Code**	HR 309E
		Total Credits	**03**

Subject Nature:

Course Objective:
- To bring the understanding of industrial and business operations, products and services.
- To develop logic and skills to apply suitable and better tools and techniques on operational decision making.
- To explore the scope and dimensions of operations management applications in major management functions and decisions.

Learning Outcome:

At the end of the course students should be able to;
- Understand the logic and applications through tools and techniques of operations management in business and industrial flow of information, goods and services.
- Integrate the business activities and scientific problem solving methodology.
- Set the unique way of doing job/task/work/activities with optimality in business.

Examination scheme:

The faculty member will award internal marks out of 40 based on three assessments of 20 marks each of which best two will be considered. The end semester examination will be worth 60 marks having theory and cases/practical problems.

Course Contents		**Class Room Contact Sessions**
UNIT –I Introduction to Production and Operations Management	1.1 Nature of Production / Operations Management 1.2 Production Function and its Environment 1.3 Functions of Production/Operations Manager 1.4 Organization of Production Function and its relation with HR function	**07**
Unit-2 Facilities Planning	2.1 Product Selection and Design, Service Design 2.2 Process Selection 2.3 Location of Manufacturing / Service Facility Quantitative and Qualitative Models 2.4 Case Study	**07**
Unit-3 Layout of Manufacturing/service facility	3.1 Product layout, process layout, fixed position and group layout 3.2 Layout design: Relationship based and Load Distance cost matrix 3.3 Materials handling concepts 3.4 Case Study	**08**
Unit- 4 Resources Requirement Planning and Production Planning and Control	4.1 Capacity Planning, Concept and Application of Learning Curve. 4.2 Aggregate Production Planning : level and Chase strategy 4.3 Materials Requirement Planning 4.4 Case Study	**07**
Unit -5 Inventory and Operations Scheduling and	5.1 Importance and Scope, selective inventory control, cost concept in inventory, types of inventory, types of inventory problems 5.2 Inventory Models: General Economic Order Quantity (EOQ); Economic Batch Quantity (EBQ) (Single and Multi-products); EOQ with Discounts	**12**

Production Activity Control for Mass Manufacturing	5.3 Sequencing: Job shop - n-jobs on single machine, n jobs on Two/Three machines (Johnson's Rule) 5.4 2-jobs on m-machines (Graphical method – Aker's Algorithm)	
Unit-6 Quality Control	6.1 Quality Control Function 6.2 Statistical Process Control: Acceptance Sampling and Control Charts 6.3 Quality Circles 6.4 Case Study	**04**
	TOTAL CLASSROOM CONTACT SESSIONS	**45**

Learning Resources:

Text Books:

1. R Paneerselvam. "Production and Operations Management", New Delhi: Prentice Hall of India Publications, Latest Edition
2. S N Chary. "Cases and Problems in Production and Operations Management", New Delhi: Tata McGraw Hill Publications, Latest Edition.
3. Josheph G. Monks "Operations Management", New York : McGraw Hill Publications, Latest Edition

Reference Books:

1. James R. Evans, David R Anderson, Dennis J. Sweeney and Thomas A Williams, "Applied Production and Operations Management", New York : West Publishing Company, Latest Edition.
2. Elwood S. Buffa and Rakesh K. Sarin, "Modern Production, Operations Management", Singapore: John Wiley and Sons, Latest Edition.