

Department of Commerce:

Course objectives and Outcomes

F.Y.B.Sc.

Sem.-I & II		
Paper	objectives	Outcome
04 Financial Accounting and Costing	<p>To lay a foundation for understanding the Accounting Standards issued by the ICAI.</p> <p>To gain the ability to solve problems relating to settlement of obligations on dissolution of partnership firm and also relating to their business combinations.</p> <p>To introduce the concepts used in Cost Accounting, elements of costs and the concept of cost sheet.</p>	Introductory knowledge with application skills.
105 Computing Skills	<p>To familiarize the Students with basics of Internet.</p> <p>To understand the use of Office application.</p> <p>To know the role of word processor, Spread sheet, presentation in industry.</p> <p>To understand the how of accounting software works.</p> <p>To know the relevance of Tally accounting package in modern competitive world.</p>	Introductory knowledge with MS Office and Tally accounting Software.
106 a -Elective - Modern office Management	<p>To understand the concept of office management.</p> <p>To acquire operational skills of office management.</p> <p>To develop the interest in methods and procedures of</p>	<p>To acquire the basic knowledge of office appliances and machines.</p> <p>To understand office system.</p> <p>To acquire knowledge of office meetings and proceedings.</p>

	<p>office management. To know the secretarial procedure. To understand office layout and environment in modern context.</p>	
107 c -Elective - Marketing & Advertising	<p>To create awareness about marketing & advertising. To understand basic concepts of marketing & advertising. To establish link between business and marketing & advertising. To know the relevance of marketing & advertising in modern competitive world. To develop an analytical ability to plan for various marketing & advertising strategy.</p>	<p>knowledge with Market. Marketing, Advertising systems.</p>

S.Y.B.Com.

Sem.- III		
301 Business Skills	<p>To equip students with the necessary soft skills to enhance their competitive edge in the job market. To imbibe in students' positive attitude towards life and work. To help students excel in their individual and professional lives using the soft skills.</p>	<p>Understand the significance and essence of a wide range of soft skills. Learn how to apply soft skills in a wide range of routine social and professional settings. Learn how to employ soft skills to improve interpersonal relationships. Learn how to employ soft skills to enhance employability and ensure workplace and career success.</p>
303 Business and Tax Laws	<p>Learn the Law & Legal Principals of Contract Act 1872. Draft legal documents including partnership deed & service tax returns.</p>	<p>Describe the legal system and the legal environment of business. Describe the relationship of ethics and law in business. Define relevant legal terms in business.</p>

	<p>Understand the basic structure, rules & powers of consumer protection act. To know the provision regarding strikes and lock outs under industrial dispute act.</p> <p>Be acquainted with development of patents and environment protection act. Students to gain a better understanding of the negotiable instrument act. Learn how to analysis the legal constraints on business.</p> <p>Be able to face the problems on various sides of Business and Tax Law.</p>	<p>Explain basic principles of law that apply to business and business transactions.</p> <p>Describe business law in the Indian context.</p> <p>Describe current law, rules, and regulations related to settling business disputes.</p> <p>Understand different technical terminology used in this act. Discussed and consult businesses on related issues of business laws.</p>
304 Corporate Accounting	<p>To acquaint the students with modern updated computerized accounting system and software.</p> <p>To develop an understanding of the rules of measurement and reporting relating to various components of corporate financial transactions.</p> <p>To provide working knowledge of accounting principles and procedures for recording of transactions related to corporate entities.</p> <p>To provide working knowledge for preparing the corporate accounts and statements in accordance with the statutory requirements</p>	<p>Students will be able to handle issues related to corporate accounting.</p>

<p>305 Computing Management</p>	<p>To Understand the Objectives of Computerized Accounting. To Know the Principles of Tally Software. To acquire Computing Skills. To Study various features of Tally. To Acquaint with Modern Technology In Accounting. To study of Goods and Services Tax Act. To use Tally with GST</p>	<p>Demonstrate a basic understanding of computer hardware and software. Demonstrate problem-solving skills. Apply logical skills to programming in a variety of languages. Utilize web technologies. Present conclusions effectively, orally, and in writing. Demonstrate basic understanding of network principles. Working effectively in teams. Apply the skills that are the focus of this program to business scenarios</p>
<p>306 (a) –Business Entrepreneurship</p>	<p>To improve the knowledge, skills & competencies of the potential & existing entrepreneurs in various sectors. To improve life management skills of children and youth. To provide intellectual resources to youth for their best future. To improve social and economic skills. To provide diverse opportunities for participation. To empower to people to create business opportunities. To boost the Entrepreneurship Development Program. To boost women and rural entrepreneurship.</p>	<p>To understand different methods to assess the attractiveness of business opportunities. To understand what characterizes an attractive business opportunity and common pitfalls during the entrepreneurial process to products or services to the market. To understand different methods that can be used to minimize uncertainties at different stages of the entrepreneurial process. To understand the dynamics of how teams, develop and function as well as the various types of conflicts that can arise during team work.</p>

<p>307 (c) Retail Management</p>	<p>To Introduce Basic Retailing Management Concepts.</p> <p>Empowering Students with the Most Modern Techniques and Practices of Retailing as Seen and Experienced around the Globe.</p> <p>Imparting Theoretical and Practical Knowledge to Ensure Understanding of the Dynamic of Modern Organized Retail Trade.</p> <p>To understand analysis of store location, merchandising, products and pricing.</p> <p>The learner will be able to determine a level of interest in pursuing a career in retail management</p>	<p>On successful completion of Retail Management, students should be able to:</p> <p>Explain the central role of retail in industrialized societies, and the impact of key market/retail trends upon this sector in the local and global contexts.</p> <p>Identify the key stakeholders and the roles/responsibilities of retail towards these stakeholders.</p> <p>Understand and apply appropriate frameworks to develop high level retail marketing strategy, and identify the role of marketing strategies in the building of brand equity and shareholder value in the retail industry.</p> <p>Evaluate the implementation of marketing strategy through the retail mix –including product and merchandise mix, pricing, location and store-design, promotions, and store management -to improve the total customer experience and retailer market competitiveness.</p> <p>Interpret retail problems and be capable of critically evaluating and applying appropriate retail management models and theories to generate strategic and tactical solutions. Analyze how retail managers can make informed strategic choices in relation to managing channel partners, retail form (online vs. bricks and mortar), global sourcing, and managing staff to improve strategic outcomes</p>
<p>Sem.-IV</p>		

401 Business Skills	<p>To equip students with the necessary soft skills to enhance their competitive edge in the job market.</p> <p>To imbibe in students' positive attitude towards life and work.</p> <p>To help students excel in their individual and professional lives using the soft skill.</p>	<p>Student shall be able to Understand the significance and essence of a wide range of soft skills.</p> <p>Learn how to apply soft skills in a wide range of routine social and professional settings.</p> <p>Learn how to employ soft skills to improve interpersonal relationships.</p> <p>Learn how to employ soft skills to enhance employability and ensure workplace and career success.</p>
403 Business and Tax Laws	<p>To understand the essential terminologies used in the Indian Partnership Act and the structure of legal document.</p> <p>To acquire the knowledge of various terms included in the Factories Act and Industrial dispute Act.</p> <p>To understand the basic structure, rules & powers of the Consumer Protection Act.</p> <p>To be acquainted with the Environment Protection Act.</p> <p>To be acquainted with the Goods and Services tax Act</p>	<p>By the end of this course, a student should be able to:</p> <p>Describe the legal system and the legal environment of business.</p> <p>Describe the relationship of ethics and law in business.</p> <p>Define relevant legal terms in business.</p> <p>Explain basic principles of law that apply to business and business transactions.</p> <p>Describe business law in the Indian context.</p> <p>Describe current law, rules, and regulations related to settling business disputes.</p> <p>Understand different technical terminology used in this act.</p> <p>Discussed and consult businesses on related issues of business laws</p>
404 Corporate Accounting	<p>To introduce the relevant Accounting Standards issued by the Institute of Chartered Accounts of India.</p> <p>To develop an understanding of the rules of measurement and reporting relating to</p>	<p>A comprehensive understanding of the advanced issues in accounting for assets, liabilities and owner's equity.</p> <p>The ability to account for a range of advanced financial accounting issues.</p> <p>The ability to prepare consolidated accounts for a</p>

		<p>various components of corporate financial transactions.</p> <p>To provide working knowledge of accounting principles and procedures for recording of transactions related to corporate entities.</p> <p>To provide working knowledge for preparing the corporate accounts and statements in accordance with the statutory requirements.</p>	<p>corporate group</p>
405 Accounting	Cost	<p>To acknowledge the students with the cost accounting concepts, Methods and techniques.</p> <p>To enable the students to apply analytical tools & techniques of cost accounting.</p> <p>To lay a foundation for understanding the Labor & Overheads Accounting procedure.</p> <p>To develop competence among the student</p>	<p>Techniques of cost accounting.</p> <p>To lay a foundation for understanding the Labor & Overheads Accounting procedure.</p> <p>To develop competence among the student Apply logical skills to programming in a variety of languages.</p> <p>Utilize web technologies.</p> <p>Present conclusions effectively, orally, and in writing.</p> <p>Demonstrate basic understanding of network principles.</p> <p>Working effectively in teams.</p> <p>Apply the skills that are the focus of this program to business scenarios.</p>
406 (a) –Business Entrepreneurship		<p>To improve the knowledge, skills & competencies of the potential & existing entrepreneurs in various sector.</p> <p>To improve life management skills of children and youth.</p> <p>To provide intellectual</p>	<p>To understand different methods to assess the attractiveness of business opportunities.</p> <p>To understand what characterizes an attractive business opportunity and common pitfalls during the entrepreneurial process to products or services to market to understand different methods that can be used to minimize</p>

	<p>resources to youth for their best future.</p> <p>To improve social and economic skills.</p> <p>To provide diverse opportunities for participation.</p> <p>To empower to people to create business opportunities.</p> <p>To boost the Entrepreneurship Development Program. To boost women and rural entrepreneurship.</p>	<p>uncertainties at different stages of the entrepreneurial process to understand the dynamics of how teams develop and function as well as the various types of conflicts that can arise during team work.</p>
<p>407 (c) –Retail Management</p>	<p>To Introduce Basic Retailing Management Concepts.</p> <p>Empowering Students with the Most Modern Techniques and Practices of Retailing as Seen and Experienced around the Globe.</p> <p>Imparting Theoretical and Practical Knowledge to Ensure Understanding of the Dynamic of Modern Organized Retail Trade.</p> <p>To understand analysis of store location, merchandising, products and pricing.</p> <p>The learner will be able to determine a level of interest in pursuing a career in retail management.</p>	<p>On successful completion of Retail Management, students should be able to:</p> <p>Explain the central role of retail in industrialized societies, and the impact of key market/retail trends upon this sector in the local and global contexts.</p> <p>Identify the key stakeholders and the roles/responsibilities of retail towards these stakeholders.</p> <p>Understand and apply appropriate frameworks to develop high level retail marketing strategy, and identify the role of marketing strategies in the building of brand equity and shareholder value in the retail industry.</p> <p>Evaluate the implementation of marketing strategy through the retail mix –including product and merchandise mix, pricing, location and store-design, promotions, and store management -to improve the total customer experience and retailer market competitiveness.</p> <p>Interpret retail problems and be</p>

		<p>capable of critically evaluating and applying appropriate retail management models and theories to generate strategic and tactical solutions.</p> <p>Analyze how retail managers can make informed strategic choices in relation to managing channel partners, retail form (online vs. bricks and mortar), global sourcing, and managing staff to improve strategic outcomes.</p>
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Sem.-V		
502- Principles of Auditing	<p>The objectives of this course are to enable the students to understand the concept of Audit and its objectives, understand the various types of audit done by an auditor, and the principles of behind these audits, prepare an audit program, collect the evidence supporting the recorded transactions, and maintain the necessary documentation in relation to the audit, and examine the transactions recorded in the books of accounts of an organization and verify the assets and liabilities.</p>	<p>By the end of the course the students will be able</p> <p>To understand the concept of Audit and its various types. prepare and implement an audit program.</p> <p>To vouch the transactions recorded in the books of accounts of an organization.</p> <p>To verify the assets and liabilities, and maintain the necessary documentation in relation to the audit.</p>
Business Management	<p>To introduce the concept of management to the students.</p> <p>To acquaint the student with modern management practices.</p> <p>To develop leadership</p>	<p>Student shall be able to Understand the significance and essence of management concepts, principles and skills.</p> <p>Learn how to apply Management concepts, principles and skills in business setting and improving</p>

	<p>skills and communication skills.</p> <p>To familiarize the students with the nature and scope of management.</p> <p>To help the students to understand the concept of management.</p> <p>Also expose the students to latest trends in management.</p>	<p>business environment.</p> <p>Learn how to employ Management skills to enhance employability and ensure workplace and career success.</p>
504 -Income Tax	<p>To know the various provisions relating to Computation of Income.</p> <p>To understand the basic concepts of the Income Tax Act 1961 and get the elementary knowledge of scheme of taxation in India</p> <p>To compute Income and Tax of an Individual assesses under the Act.</p> <p>To get elementary working knowledge with application skill.</p>	<p>Understand the various provisions relating to Income Tax</p> <p>Determine the basic concepts of the Income Tax Act 1961.</p> <p>Describe the elementary knowledge of scheme of taxation in India.</p> <p>Compute Income and Tax of an Individual assesses under the Act</p> <p>Utilize working knowledge with application skill.</p>
Human Resource Management	<p>To introduce the concept, Principles and Practices of H. R. M. to the students.</p> <p>To familiarize students with concepts of Human Resource Planning, Job Analysis, Recruitment and selection procedures.</p> <p>To introduce the concept of placement, induction and tools of placement.</p>	<p>Students can know concepts, principles and practices of HRM.</p> <p>Familiar with concepts of HR Planning, job analysis, recruitment and selection.</p> <p>Development in total personality of students as future human resource of India. Acquaint the knowledge of recent trends in HRM.</p>
506 (a) -Advanced Accounting –I	<p>To impart the students, knowledge about accounting treatment of functional aspects of Corporate and Non-corporate undertakings.</p> <p>To appraise the students</p>	<p>Understand the various concepts of Advanced Accounting.</p> <p>Utilize working knowledge with application skill of Advanced Accounting.</p> <p>Preparing the Bank Companies Statements in accordance with</p>

	<p>about the application of accounting knowledge in preparation of financial Statements of Bank Accounts and Farm Activities.</p> <p>To develop competence among the students regarding advanced accounting.</p>	<p>the statutory requirements. Prepare Statements regarding Royalty Accounts and Insolvency Accounts.</p> <p>Understanding knowledge of Hire Purchase, Banking Companies and Farm Accounting.</p>
507 (a) -Advanced Accounting –II	<p>To understand accounting knowledge in reading and Interpreting the financial statements of corporate entities.</p> <p>To study the need and importance of Accounting Standard and its Functional Aspects.</p> <p>To develop competence among the students regarding advanced accounting.</p> <p>To apprise the students about the application of accounting knowledge of amalgamation, absorption, external reconstructions and internal reconstructions.</p>	<p>Understand the various concepts of Corporate Sector Accounting. Developing techniques of reconstruction of Companies financial statement.</p> <p>Preparing the Reconstructed Financial Statements.</p> <p>Understanding knowledge of Liquidation of Companies</p>
506 d: Business Administration –I	<p>To acquaint the students with the concepts and issues in Business Administration.</p> <p>To enable the students to understand the nature and scope of Business Administration</p>	
Business Administration –I	<p>To acquaint the students with the concepts & issues in Business Administration.</p> <p>To enable the students to</p>	

	understand the nature & scope of Business Administration	
Sem.-VI		
02- Principles of Auditing	The objectives of this course are to enable the students to understand the concept of Investigation, and the systems of internal check and internal control used in the processing of transactions, understand the various provisions of the Companies Act, 2013 in relation to the appointment of auditors, and their powers, duties and liabilities, c) understand the provisions of the Companies Act, 2013, and the procedure of auditing the capital and borrowing raised by a limited company, understand the concept of and the contents of an audit report	By the end of the course the students will be able – To 1) understand the concept of Investigation, internal check and internal control, 2) understand the various provisions of the Companies Act, 2013 in relation to the appointment of auditors, and their powers, duties and liabilities, 3) understand the manner of auditing the capital and borrowing raised by a limited company, 4) understand the contents of an audit report.
Business Management	To introduce the concept of management to the students. 2. To acquaint the student with modern management practices. 3. To develop leadership skills and communication skills. 4. To familiarize the students with the nature and scope of management. 5. To help the students to	Student shall be able to Understand the significance and essence of management concepts, principles and skill. Learn how to apply management concepts, principles and skills in business setting and improving business environment. Learn how to employ Management skills to enhance employability and ensure workplace and career success.

	understand the concept of management. Also expose the students to latest trends in management.	
Goods & Services Tax (604)	To develop basic understanding of procedural aspects of Goods & Service Tax Law. To provide overview of various provisions under GST Law.	
Human Resource Management	To introduce the concept, Principles and Practices of H. R. M. to the students. To familiarize students with concepts of Human Resource Planning, Job Analysis, Recruitment and selection procedures. To introduce the concept of placement, induction and tools of placement.	Students can know concepts, principles and practices of HRM. Familiar with concepts of HR Planning, job analysis, recruitment and selection. Development in total personality of students as future human resource of India. Acquaint the knowledge of recent trends in HRM
606 (a) -Advanced Accounting –I	To appraise the students about need and importance of Management Accounting. To develop an understanding of the rules of Analysis & Interpretation of Financial Statements. To introduce different methods of Analysis, cash flow, fund flow analysis. To understand the concept of budget and budgetary control.	Understand the various concepts of Management Accounting. Describe the elementary knowledge of Financial Statement Analysis and Interpretation. Utilize working knowledge with application skill of Management Accounting. Compute Ratio Analysis and Prepare Fund Flow and Cash Flow Statements. Understanding knowledge of Budget and Budgetary Control.
607 (a) -Advanced Accounting –II	To impart the students, knowledge about Accounting of Educational Institutions and Service Sectors. To lay a foundation for	Utilize working knowledge with application skill of Advanced Accounting. Understand the various concepts of Advanced Accounting. Preparing the Government

	<p>understanding the Government Accounting procedure.</p> <p>To appraise the students about the application of accounting knowledge in preparation of financial Statements of Independent Branches.</p> <p>To develop competence among the students regarding insurance claim</p>	<p>Accounts in accordance with the statutory requirements.</p> <p>Prepare Statements regarding Service Sector and Independent Branch.</p> <p>Understanding knowledge of Accounting of Educational Institution and Insurance Claim.</p>
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M.Com.-I

Sem.-I		
102 Strategic Management	<p>Understand fundamental concepts and principles of Strategic management, including the basic roles, skills, and functions of Strategic management.</p> <p>Be aware of the Strategies by managers and the social responsibilities of Strategic Management</p>	<p>Be knowledgeable of various Strategies, principles, process of Strategic Management.</p> <p>Be familiar with interactions between the planning, controlling of Strategic Management.</p>
103 Research Methodology in Commerce & Management	<p>To study Research Methodology for decision making in business</p>	<p>Understand process of research by students by filling questionnaire for preparation of research report.</p>
104 (A) Advanced Accountancy	<p>After studying this paper, the student will be able to understand the advanced aspects of accounting relating to company liquidation, Holding company, and Hire-purchase</p> <p>understand the method of presenting financial statements by Insurance companies.</p>	<p>Understand the accounting procedure for goods of small value under hire- purchases transactions.</p>

104 C) Human Resource Management	To endow the student with a broad perspective on themes and issues of Human Resource Management. To apply theories of social science disciplines to work place issues.	To understand the importance of training and morale. To know the role of Ethics in HRM.
104 D Marketing Management	To facilitate understanding of the conceptual framework of marketing. Students able to define and analyse the marketing problems through the formulation of marketing objectives, policies, programmes and strategies. To help students comprehend various situations and marketing terminologies.	To help students understand various marketing tools/models for solving marketing problems Understand effective marketing strategies to achieve organizational objectives.
Sem.-II		
202 Case Studies in Strategic Management	Understand fundamental concepts of Case Studies in Strategic management, including the basic roles, skills, of Case Studies in Strategic management.	Be knowledgeable of various Case Studies of Strategic Management.
203-A) Modern Management Practices	Understand fundamental concepts and principles of management, including the basic roles, skills, and functions of management. Be aware of the ethical dilemmas faced by managers and the social responsibilities of Organization.	Be knowledgeable of various theories, principles, process of Management. Be familiar with interactions between the planning, controlling, and quality control in organizations
204 (A) Advanced Accountancy	After studying this paper, the student will be able to understand the concept of IFRS and convergence of	understand the manner of recognizing profit on construction contract know the developments in

	Indian AS to IFRS understand the advanced aspects of accounting relating to foreign branch understand the method of presenting financial statements under Double Accounts System.	accounting understand the Double Accounts System.
204 C) Human Resource Management	To endow the student with a broad perspective on themes and issues of Human Resource Development To know the importance of various theories of motivation.	Evaluate a company's implementation of a performance-based pay system. know the new concepts in HRM.
204 D Marketing Management	To facilitate understanding of the conceptual framework of marketing. Students able to define and analyse the marketing problems through the formulation of marketing objectives, policies, programmes and strategies. To help students comprehend various situations and marketing terminologies.	Help students understand various marketing tools/models for solving marketing problems Understand effective marketing strategies to achieve organizational objectives.

M.Com.-II

Sem.-III		
301 Management Accounting	This course aims at enabling students to – understand the nature, mechanics and tools of management accounting and their managerial implications. understand the philosophy	get the insight of the philosophy and framework of financial analysis. know the important inter-linkages among the items in the financial statements get equipped with the tools used in analysis, interpretation, and

	<p>and rationale of the financial analysis</p> <p>understand the techniques of analysis and interpretation of financial statements</p> <p>develop an appreciation about the utility of techniques of financial analysis for management information and decision-making process.</p> <p>evaluate the implications of cash flow and fund flow on financial position of an industrial organisation.</p>	<p>evaluation of performance, profitability and efficiency of the business entities</p> <p>make an in-depth analysis of the financial performance and financial position of business entities, and get hands-on experience in financial analysis</p> <p>equip themselves with the ability to apply their skills and knowledge effectively in future while dealing with real life business situation.</p> <p>Pursue their career in the arena of accounting information system.</p>
302 Entrepreneurship & Project Management	<p>To encourage and inspire the students to become an Entrepreneur.</p> <p>acquaint the students with the challenges to start a new venture.</p> <p>provide theoretical foundation for executing various projects.</p> <p>highlight the support system for Entrepreneurship Development.</p>	<p>get the insight of the entrepreneurial motivation</p> <p>know the important the challenges to start a new venture</p> <p>get equipped with the tools used in making appraisal of the business projects to be started as an entrepreneur</p> <p>equip themselves with the knowledge of regulatory role of government and the supporting institutions.</p> <p>pursue their career as entrepreneurs.</p>
303 Organisational Behaviour	<p>get an overview of organizational behaviour and the challenges and opportunities</p> <p>understand the concept of behaviour – individual and organizational Behaviour</p> <p>know about perception, learning, attitude, values and emotions</p> <p>gain knowledge of Motivation and Leadership and its various theories</p> <p>acquire basic knowledge of</p>	<p>analyse individual and group behaviour, and understand the implications of organizational behaviour on the process of management.</p> <p>identify different motivational theories and evaluate motivational strategies used in a variety of organizational settings.</p> <p>evaluate the appropriateness of various leadership styles and conflict management strategies used in organizations.</p> <p>describe and assess the basic</p>

	<p>organisational change and development.</p>	<p>design elements of organizational structure and evaluate their impact on employees. explain how organizational change and culture affect working relationships within organizations.</p>
304 (A) Advanced Accounting	<p>understand the advanced aspect of auditing understand the functional aspects of auditing understand the Standards on Auditing on related topics get conversant with the audit of computerised information system prepare and draft the audit report.</p>	<p>get the insight of the advanced aspect of auditing and skills required for various functional areas in the business field. get the knowledge of the functional aspects of auditing requirements of business entities and non-business entities. know the framework of the Standards on Auditing on various related topics governing the auditing function. make an in-depth examination of the financial statements of business entities, using computerised accounting system equip themselves with the ability to apply their skills and knowledge effectively in future while dealing with real life business situation. pursue their career in the profession of auditing.</p>
304 (C) Human Resource Management	<p>understand the value and importance of human resources in an organization. become innovative in managing human resource aspects & Industrial Relations. make the students aware about mechanisms of Industrial Dispute and friendly interventions to deal with</p>	<p>contribute to the development, implementation, and evaluation of employee recruitment, selection, and retention plans and processes. administer and contribute to the design and evaluation of the performance management program. develop, implement, and evaluate employee orientation, training, and development programs. facilitate and support effective</p>

	<p>employee-employer problems.</p> <p>impart the students with the knowledge of laws & how law affects the industry & labour.</p>	<p>employee and labour relations in both non-union and union environments.</p> <p>research and support the development and communication of the organization's total compensation plan.</p> <p>collaborate with others, in the development, implementation, and evaluation of organizational and health and safety policies and practices.</p> <p>research and analyse information need and apply current and emerging information technologies to support the human resources function.</p>
304 (D) Marketing Management	<p>understand various concepts and theoretical aspect of internet marketing</p> <p>know the mechanism of internet marketing</p> <p>study the strategies of internet advertising.</p>	<p>get the insight of the philosophy and framework of internet marketing.</p> <p>know the important strategies of internet marketing and advertising.</p> <p>get equipped with the electronics tools used in promoting internet-based retailing.</p>
Sem.-IV		
401 Management Accounting	<p>understand the concept and techniques of financial control used in management accounting</p> <p>imbibe knowledge about the control techniques namely budgetary control and standard costing.</p> <p>develop the skill to analyse the cost-variance for effective cost control.</p> <p>familiarise with the concept, role, and utility of marginal costing, and its implications and utility for</p>	<p>get the insight of the philosophy and techniques of cost control and decision making.</p> <p>get equipped with the techniques of budgetary control and standard costing, and to familiarize with the macro as well as micro level techniques of cost control.</p> <p>make an in-depth analysis of causes of variation in actual cost from the standard cost, and to decide on the necessary action so as increase the efficacy of the business entities.</p> <p>get equipped with the ability to</p>

	<p>managerial decision-making process.</p> <p>acquaint themselves with the concept and significance of working capital and its implications in managing the funds.</p> <p>familiarise with the concept, role, and utility of marginal costing, and its implications in decision making.</p> <p>provide necessary inputs in form of concepts, theories and appraisal techniques related to capital expenditure decisions, and develop an integrated approach to capital-expenditure decision-making process.</p>	<p>make managerial decision by applying the principles of marginal costing.</p> <p>know the important inter-linkages among the components of working capital essential for smooth running of a business organization.</p> <p>get the insight of an integrated approach to capital expenditure decision process and to apply their skills and knowledge effectively in future while dealing with the issues relating to capital expenditure.</p>
402 Modern Retail Management	<p>acquaint the students with the various concepts and theoretical aspect of retail management.</p> <p>introduce the most modern techniques and practices of retailing for employment opportunity.</p> <p>understand dynamics of modern organised retail trade</p>	<p>get the insight of the theoretical aspect of retail management.</p> <p>know the modern techniques and practices of retailing in India.</p> <p>design the strategies and understand dynamics of modern organised retail trade.</p>
403 (C) Corporate Social Responsibility	<p>understand the concept, philosophy and mechanics of Corporate Social Responsibility.</p> <p>know the provisions of the Companies Act, 2013 relating to the Corporate Social Responsibilities of companies in India.</p> <p>know the concept of business ethics in relation</p>	<p>get the understanding of the philosophy and framework of Corporate Social Responsibility</p> <p>know the inter-linkages between the Society, the business houses and their corporate social responsibilities.</p> <p>equip themselves with the ability to apply their skills and knowledge effectively in future while dealing with real life</p>

	<p>to CSR.</p> <p>study the relationships of stability and equality with stakeholders related to the company, mainly: shareholders, employees, providers, distributors, clients and society.</p> <p>understand as to how the CSR aims at ensuring the companies conduct their business in an ethical way.</p>	<p>business situation.</p>
404 (A) Advanced Accounting	<p>know audit skills required for audit of various forms of business organizations and non-profit organizations understand the legal framework governing the audit of various forms of business entities and non-business entities.</p> <p>understand the proper way of making examination of the financial statements of various business entities, and form opinion thereon</p>	<p>get the insight of the various types of audit skills required for various forms of business organizations and non-profit organizations</p> <p>get the knowledge of legal framework governing the auditing requirements of various forms of business entities and non-business entities</p> <p>make an in-depth examination of the financial statements of various forms and types of business entities and form opinion thereon</p> <p>equip themselves with the ability to apply their skills and knowledge effectively in future while dealing with real life business situation.</p> <p>pursue their career in the profession of auditing.</p>
404 (C) Human Resource Management	<p>know the legal framework governing the industrial behaviour and relationship at the workplace.</p> <p>understand the basic provisions of the Acts relating to Labour, Industrial disputes, Wages and other benefits available to the workers.</p>	<p>get the insight of the laws regulating industrial relations, disputes, and their settlement</p> <p>develop, implement, and evaluate employee related policies of the business house within the framework of legal environment in the country.</p> <p>decide upon the benefits to be given to the women employees.</p>

	<p>make the students aware about mechanisms of settlement of industrial disputes impart the students' knowledge of laws, and the how the law affects the industry and labour.</p>	
404 (D) Marketing Management	<p>understand various concepts and theoretical aspect of marketing research.</p> <p>know the sources of marketing information and the mechanism of collecting and processing the market information for making intelligent decisions.</p> <p>study the ways in which the marketing research can be applied in business.</p>	<p>get the insight of the philosophy and framework of marketing research.</p> <p>know the important aspects to be studied in marketing research</p> <p>get equipped with the ability to apply the marketing research techniques to solve the marketing related problems of a business organisation.</p>
