

**MRSPTU INTEGRATED/DUAL DEGREE B.COM-M.COM SYLLABUS  
2021 BATCH ONWARDS**

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**Semester – V**

Subject Code	Subject Name	Contact Hours			Marks			Credit
		L	T	P	Int.	Ext.	Total	
<b>Core Papers</b>								
BMCMS1-501	Business Auditing and Corporate Governance	4	-	-	40	60	100	4
<b>Discipline Specific Elective</b>								
BMCMS1-502	Global Business Environment	4	-	-	40	60	100	4
BMCMS1-503	Investment Management	4	-	-	40	60	100	4
BMCMS1-504	Summer Training Project Report	-	-	4	60	40	100	2
<b>Generic Elective</b>								
BMCMS1-505	Production and Operation Techniques	4	-	-	40	60	100	4
XXXXX	Open Elective	3	-	-	40	60	100	3
<b>Total</b>		<b>19</b>	<b>-</b>	<b>4</b>	<b>260</b>	<b>340</b>	<b>600</b>	<b>21</b>

**Semester – VI**

Subject Code	Subject Name	Contact Hours			Marks			Credit
		L	T	P	Int.	Ext.	Total	
<b>Discipline Specific Elective</b>								
BMCMS1-601	Security Analysis	4	-	-	40	60	100	4
BMCMS1-602	Strategic Management	4	-	-	40	60	100	4
BMCMS1-603	E-Commerce	4	-	-	40	60	100	4
BMCMS1-604	Major Project	-	-	-	60	40	100	3
<b>Generic Elective</b>								
BMCMS1-605	Consumer Behaviour	4	-	-	40	60	100	4
BMCMS1-606	Industrial Relation and Labour Laws	4	-	-	40	60	100	4
<b>Total</b>		<b>20</b>	<b>0</b>	<b>0</b>	<b>260</b>	<b>340</b>	<b>600</b>	<b>23</b>

**BUSINESS AUDITING AND CORPORATE GOVERNANCE**

**Subject Code – BMCMS1-501**

**L T P C  
4 0 0 4**

**Duration: 60 Hrs.**

**Course Objectives**

**The aim of this subject is:**

1. To study Law of Contract, Sale of Goods Act and Negotiable Instrument for legally smooth functioning of a business.
2. To highlight about Company Law as well as constitutional framework of taxation.
3. To provide insights about Business Environment, Complexity and Diversity of current business environment in the 21st century
4. To provide a deeper understanding of the environmental factors influencing Indian business organizations.

**Course Outcomes**

**After successful completion of this course, students will be able to:**

1. Understand the various business Auditing and Corporate Governance knowledge.  
Understand the impact of legal environment in a business context and demonstrate knowledge of and need for sustainable development
1. Analyze the various facets of basic case laws of each Act from a legal and managerial perspective
2. Apply the legal provision of Acts in common business situations.
3. Scanning internal and external environment for the sustainability of business

**UNIT-I (15Hrs.)**

Auditing: Meaning, Objectives, Basic Principles, Advantages and Limitations of Audit. Investigation, Difference between Audit and Investigation ,Audit Program, Audit Evidence, Internal control ,Internal check and Internal Audit.

**UNIT-II (15Hrs.)**

Verification and Valuation of Assets and Liabilities.

Company Auditor-Qualification and Disqualification –Appointment –Removal, Remuneration, Rights, Duties and Liabilities for offences of Company secretaries. Position and role of Company Secretaries.

**UNIT- III (15Hrs.)**

**Corporate Governance:** Concepts and Issues: History of Corporate Governance, Principles of Corporate Governance, Globalization and Corporate Governance, Corporate Governance practices/codes in India, Uk, Japan and USA; Corporate Governance in Family Business ;Corporate Governance in State –owned business-The MOU System ;Emerging Trends in Corporate Governance.

**UNIT-IV (15Hrs.)**

**Corporate Board:** Attributes, Duties, Responsibilities, Liabilities ;Shaping Directorial Competence and board Effectiveness ;Corporate Disclosure and Investor Protection; Corporate

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Reputation ,Corporate Legitimacy .Corporate Crimes –Company and Society Relations ,Cadbury committee, OECD Principles.

**Recommended Books**

1. Dinkar, P., "Principles and practice of Auditing", Sultan Chand and sons, New Delhi.
2. Gupta, K., and Arora, A., "Fundamentals of Auditing", Tata Mc-Graw Hill, Publishing Co. Ltd., New Delhi,
3. K.R Chandratre and A.N . Navarae, 'Corporate Governance-A Practical Handbook' ,Bharat Law House Pvt Ltd.
4. Adrian Cadbury, " Corporate Governance and chairmanship" : A personal View ' ,
- 5 Subhash Chandra Das, 'Corporate Governance in India :An Evaluation' , PHI Learning. Oxford University Press.

**GLOBAL BUSINESS ENVIRONMENT**

**Subject Code – BMCMS1-502**

**L T P C  
4 0 0 4**

**Duration – 60 Hrs**

**Course Objectives**

**The aim of this subject is:**

1. To Introduce students to contemporary issues in Global Business that illustrates the unique challenges faced by managers in the global business environment.
2. To enable them get global perspective on issues related to business.
3. To familiarize the students with the concepts, Functions and practices of international business.

**Course Outcomes**

**After successful completion of this course, students will be able to:**

1. Understand the scope of Global business in a business context and demonstrate knowledge of and need for sustainable development
- 2 Analyze the various facets of basic International Trade theories of legal and managerial perspective
- 3 Apply the legal provision of Acts in common business situations.
4. Scanning internal and external environment for the sustainability of International business

**UNIT – I (15 Hrs)**

**Introduction:** Introduction to the field of Global Business, Significance ,Nature and scope of Global business, Modes of Global business-Global Business Environment-Social, Cultural, Economic, Political and Ecological Factors.

**International trade Theories-**Mercantilism; Absolute Cost Theory, Comparative Cost Theory, Opportunity Cost Theory, Factor Endowment Theory.

**UNIT – II (15 Hrs)**

**Theories of International Trade,** Trading Environment of International trade, Free Trade v/s Protection-Tariff and Non-Tariff Barriers- Trade Blocks

**UNIT-III (15 Hrs)**

**Balance of Payment**-Concept, Components of BOP, Disequilibrium in BOP-Causes for disequilibrium and methods to correct the Disequilibrium in Balance of Payment.

**Foreign Exchange Market**-Nature and transactions in foreign exchange market and types of players, Exchange rate Determination.

**UNIT-IV (15 Hrs)**

**World Trade Organization**- Objectives, Organization Structure and Functioning of WTO, International Liquidity: Problems of Liquidity, International Financial Institution-IMF, IBRD, IFC, ADB.

**Suggested Readings**

1. Dr Francis Cherunilam, International Business Environment Text & Cases, Himalaya Publishing
2. Charles W.L .Hill Irwan, International Business Environment,3<sup>rd</sup> Edition TATA McGraw Hill 2000.
3. K. Aswathappa, International Business , Himalaya Publishing, TATA McGraw Hill Publishing company Ltd.
4. Sundaram and Black, International Business Environment, The text and Cases.

**INVESTMENT MANAGEMENT**

**Subject Code – BMCMS1-503**

**L T P C  
4 0 0 4**

**Duration – 60 Hrs**

**Course Objectives**

**The aim of this subject is:**

1. To equip the students with the theoretical and practical knowledge of investment sources
2. To develop the skills for analyzing investment environment and risk involved in investment
3. To develop the analytical skills required for performing technical and fundamental analysis of companies
4. To provide knowledge about formulating optimum portfolio and measuring its performance.

**Course Outcomes**

**After successful completion of this course, students will be able to:**

1. Understand various investment opportunities and apply single and multi-factor models to examine the degree of risk
2. Evaluate the investment environment through analyzing economic, industry and corporate scenario
3. Comprehend technical analysis and analyze the investment opportunity based on various market indicators, financial indicators price indicators and their historical trend
4. Make optimum investment decisions based on technical analysis, fundamental analysis and level of risk and return involved in single stock and at portfolio level.

**UNIT-I (15 Hrs)**

**Investment** – Meaning, Nature, Objectives and Process; Investment Avenues; Investment vs. Gambling; Investment vs. Speculation.

**Risk and Return:** Concept, Types, CAPM, Arbitrage Pricing Theory and Multi – Factor Models

**UNIT-II (15 Hrs)**

**Economic Analysis:** Analysis of Macroeconomic Variables. **Industry Analysis:** Industry Life Cycle, Key Characteristics in Industry Analysis. **Company Analysis:** Analysis of Financial Statements, Key Financial Ratios.

**UNIT-III (15 Hrs)**

**Technical Analysis** – Theoretical Framework; Dow Theory

**Charts-** Candlestick Chart, Line Chart and Open High Low Close Chart

**Overlays-** Support, Resistance and Trend Line; Market Indicators Advance Decline Index

**Price Indicators-** Relative Strength Index, Average Directional Index and Momentum

**UNIT-IV (15 Hrs)**

**Market Efficiency** - Introduction to Efficient Market Hypothesis, Random Walk Model, Forms of EMH.

**Markowitz Portfolio Selection Model:** Portfolio Diversification, Markowitz Model, Portfolios of Two Risky Securities, A Three Security Portfolio.

*Relevant Case Studies should be discussed in class.*

**Suggested Readings**

1. Reily and Brown, 'Investment Analysis and Portfolio Management', Cengage, New Delhi
2. Bodie, Kane, Marcus and Mohanty, 'Investments', Tata McGraw Hill, New Delhi
3. Fisher DE and Jordon RJ, 'Security Analysis and Portfolio Management', PHI, New Delhi
4. Hirt and Block, 'Fundamentals of Investment Management', Tata McGraw Hill, New Delhi
5. A. Avdhani 'Security Analysis and Portfolio Management' Himalaya Publication

**SEMINAR ON TRAINING PROJECT REPORT**

**Subject Code – BMCMS1-504**

**L T P C  
0 0 4 2**

Students will submit their summer internship report and give presentation in front of evaluation committee. Department Training and Placement Coordinator will provide them the format of training report and students will submit their report as per the prescribed format.

**PRODUCTION AND OPERATIONS TECHNIQUES**

**Subject Code: BMCMS1-505**

**L T P C**

**Duration: 60 Hrs**

**4 0 0 4**

**Course objective:** The main objective of this course are:

1. To develop an understanding of how the operations, have strategic importance and can provide a competitive advantage in the workplace.
2. To understand the relationship between operations and other business functions.
3. To understand techniques of location and facility planning; line balancing; job designing; and capacity planning in operations management.

**Course Outcomes (COs):** After completion of the course, the students shall be able to:

1. Understand ever growing importance of Production and Operations management in uncertain business environment.
2. Gain an in-depth understanding of resource utilization of an organization.
3. Appreciate the unique challenges faced by firms in services and manufacturing.
4. Understand the subject as a crucial part of functional management.

**UNIT-I (15 Hrs)**

**Operations Management:** Concept, Functions. Transformation Process Model: Inputs, Process and Outputs; Classification of Operations; Responsibilities of Operations Manager, Contribution of Henry ford, Deming, Crossby, Taguchi.

**Process selection-** Project, Job, Batch, Mass and Process types of Production Systems.

**UNIT – II (15 Hrs)**

**Product Design and Development** – Product Design and Its Characteristics, Product Development Process (Technical), Product Development Techniques

**Facility Location** – Importance, Factors in Location Analysis: Location Analysis Techniques.

**UNIT – III (15 Hrs)**

**Inventory Management:** Concepts, Classification: Objectives: Factors Affecting Inventory Control Policy: Inventory costs: Basic EOQ Model: Re-order Level: ABC Analysis

**UNIT – IV (15 Hrs)**

**JIT and Lean Production System:** JIT Approach, Implementation requirements, Services, Kanban System. **Inventory Management:** Concepts, Classification, Objectives, Factors Affecting Inventory Control Policy, Inventory Costs, Basic EOQ Model, Re-order level, ABC analysis, Logistics and Franchising.

**Suggested Readings**

1. Nair, Production & Operations management, Tata McGraw Hill
2. Adam and Eben, Production & Operations management, Prentice Hall, India.
3. Krajewski & Ritzman, Operations Management, Pearson Education.
4. Buffa & Sarin, Modern Production/Operations Management, John Wiley
5. Chary, Production & Operations Management, Tata McGraw.

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**Open – Elective**

**Subject Code: \*\*\*\*\***

**L T P C  
3 0 0 3**

**Duration: 45 Hrs**

Open elective will be an inter-disciplinary subject. Students will study one subject from other disciplines.

MRSPTU

**6<sup>TH</sup>**  
**SEMESTER**



**SECURITY ANALYSIS**

**Subject Code – BMCMS1-601**

**L T P C  
4 0 0 4**

**Duration: 60 Hrs.**

**Course Objectives:** The objective of this course is to help the students to understand the security analysis & Portfolio management. In this context the main objectives of this course is to provide a theoretical and practical background in the field of investments. Students will be able to design and manage the bond as well as equity portfolios in the real word. Student will gain knowledge of valuing equity and debt instruments, managing mutual funds and measure the performances of portfolio.

**Course Outcomes:** After completing this course the students should be able to different avenues of new investment and security analysis. Students will be able to apply the concept of portfolio management for better investment at desired risk level.

**UNIT-I (15 Hrs.)**

Meaning, Nature and Scope of Security Investment; Various Approaches for Investment Decisions. Fundamental Analysis and Technical Analysis, Efficient Market Hypothesis - Meaning and Implications - Random Walk Theory - Strong and Semi-strong and Weak Forms of Efficiency - Tests of EMH.

**UNIT-II (15 Hrs.)**

Equity Risk and Return - Capitalization of Dividend Earning and Cash Flows, Profit Earning (PE) Approach Valuation of Debt Securities - Types of Bonds - Interest Rate of Risk and Purchasing Power Risk - Market Interest Rate and Term Structure of Interest Rates – Yield Curves - Limitation of Yield Curves - Risk Premium Bonds - Macaulay’s Duration (MD). Security Risk and Return vs Portfolio Risk and Return; Various Components of Risks-Market Risk, Inflation Risk, Management Risk, Liquidity Risk, Business Risk, Financing Risk etc., Systematic vs. Unsystematic Risks

**UNIT-III (15 Hrs.)**

Assumptions: Capital Market Line, Portfolio Selection, Capital Asset Pricing Model (CAPM) Assumptions, Security Line, Testing The CAPM - Arbitrage Pricing Theory (APT) - Assumptions - One Factor and Two Factor Arbitrage Pricing - Multi-Factor Arbitrage Pricing

**UNIT-IV (15 Hrs.)**

Optimum Portfolio, Passive Management - Active Management - The Formula Plans for The Purchase & Sale of Securities – Rupee Cost Averaging – Constant Rupee Plan – Constant Ratio Plan – Portfolio Revision & Cost (Theory Only).

**Recommended Books**

1. Donald E. Fisher and Ronald J. Jordan, ‘Securities Analysis and Portfolio Management’, Prentice Hall, New Delhi.
2. Harry Sourain, ‘Investment Management’, Prentice Hall of India.
3. Francis and Archer, ‘Portfolio Management’, Prentice Hall of India.
4. L.C. Gupta, ‘Stock Exchange Trading in India’, Society for Capital Market Research and Development, Delhi

**STRATEGIC MANAGEMENT**

**Subject Code – BMCMS1-602**

**L T P C  
4 0 0 4**

**Duration: 60 Hrs.**

**Course Objectives:** The objectives of the Course are to help the Students Develop an understanding of the basic inputs in making and implementing corporate strategic decisions and also familiarize them with the issues and practices involved.

**Course Outcomes:** After completion of this course, the students should be acquainted with the various business and corporate level strategies. They will also have an understanding about the various environmental scanning techniques. They will also gain information about the corporate analysis models.

**UNIT-I (15 Hrs.)**

Definition, Nature, Scope, and Importance of Strategy and Strategic Management (Business Policy). Strategic Decision Making, Process of Strategic Management and Levels at Which Strategy Operates, Role of Strategists, Defining Strategic Intent: Vision, Mission, Business Definition, Goals and Objectives, Environmental Appraisal—Concept of Environment, Components of Environment (Economic, Legal, Social, Political and Technological), Environmental Scanning Techniques- ETOP, QUEST and SWOT (TOWS).  
Techniques- ETOP, QUEST and SWOT (TOWS).

**UNIT-II (15 Hrs.)**

Internal Appraisal – The Internal Environment, Organisational Capabilities in Various Functional Areas and Strategic Advantage Profile. Methods and Techniques Used for Organisational Appraisal (Value Chain Analysis, Financial and Non-Financial Analysis, Historical Analysis, Industry Standards and Benchmarking, Balanced Scorecard and Key Factor Rating). Identification of Critical Success Factors (CSF)

**UNIT- III (15 Hrs.)**

**Corporate Level Strategies:** Stability, Expansion, Retrenchment and Combination Strategies, Corporate Restructuring, Concept of Synergy. Mergers & Acquisitions, Corporate Restructuring, Business Level Strategies: Porter’s Framework of Competitive Strategies; Conditions, Risks and Benefits of Cost Leadership, Differentiation and Focus Strategies. Location and Timing Tactics, Concept, Importance, Building and Use of Core Competence. Strategic Analysis and Choice: Corporate Level Analysis (BCG, GE Nine Cell, Hofer’s Product Market Evolution and Shell Directional Policy Matrix).

**UNIT-IV (15 Hrs.)**

**Industry Level Analysis:** Porters’ Five Forces Model, Qualitative Factors in Strategic Choice, Strategy Implementation: Resource Allocation, Projects and Procedural Issues. Organisation Structure and Systems in Strategy Implementation. Leadership and Corporate Culture, Values, Ethics and Social Responsibility. Operational and Derived Functional Plans to Implement Strategy, Integration of Functional Plans, Strategic Control and Operational Control, Organisational Systems and Techniques of Strategic Evaluation.  
Relevant case studies related to the topics should be discussed.

**Recommended Books**

1. A. Kazmi, ‘Business Policy & Strategic Management’, Tata McGraw Hill.
2. Thomson & Strickland, ‘Strategic Management: Concept & Cases,’ Tata McGraw Hill.

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3. S. Reddy, 'Strategic Management', Himalaya Publication.
4. Wheelen & Hungee, 'Strategic Management & Business Policy', Addison Wesley.
5. Johnson & Scholes, 'Exploring Corporate Strategy', Prentice Hall India.
6. Jauch & Glueck, 'Business Policy & Strategic Management', Tata McGraw Hill.

**E-COMMERCE**

**Subject Code: BMCMS1-603**

**L T P C  
4 0 0 4**

**Duration: 60 Hrs.**

**Learning Objectives:** The objective of the course is to acquaint the students with E-Business in competing international markets.

**UNIT-I (15 Hrs.)**

**Introduction to E-Commerce and E-Business:** Definition and competing in the digital economy – Forces Fuelling E-commerce and E- Business Models - Environment of E- Business, Economics and social impact of E- Business, opportunities and Challenges.

**UNIT-II (15 Hrs.)**

Industry Framework and Types, Structure and Organization of E-Business, Communications – Internet Service Providers, Internet Access Provider, Internet vs. Online Services, WWW: Concepts, Technology, Applications and Services Offered in The Internet. EDI, EFT, Electronic Payment Systems, Industry Applications Like Online Banking and Other Business Applications. Electronic Payment Technology, Digital Cash, Electronic Check, On-Line Credit Card; Electronic Commerce and Banking; Changing Dynamics in The Banking Industry, Home Banking Implementation Approaches, Open vs Closed Models, Management Issues in Online Banking.

**UNIT-III (15 Hrs.)**

**Supply Chain Management:** Supply Chain Integration and Coordination, Importance of Supply Chain Management, Objective and Methodology of Supply Chain Management, CRM - Online Sales Force, Online Customer Service and Support, Technology and Marketing Strategy: Intranets and Manufacturing Integrated Logistics, Agile Manufacturing, Internet Marketing. Manufacturing Information Systems, Intranet Based Manufacturing Logistics Management.

**UNIT-IV (15 Hrs.)**

**Security Issues in E-Business:** Security Overview, Electronic Commerce Threats, Encryption, Cryptography, Public Key and Private Key Cryptography, Digital Signatures, Digital Certificates, Securing E-Commerce Networks: Security Protocols such as HTTP, SSL, Firewalls, Personal Firewalls.

**Recommended Books**

1. G.H. Cady and Part McGreger, 'The Internet', BPB Publication.
2. Phil Carpenter, 'E –Brands', HBS Press, Boston, 2000
3. Peter Keen and Mark McDonald, 'The e-Process Edge', Tata McGraw-Hill Delhi.
4. L. Cathernine Mann, 'Global Electronic Commerce', Institute for International Economics.
5. Sundeep Oberoi, 'E-Security and You', Tata McGraw-Hill, New Delhi.
6. Jason R. Rich, 'Starting an E-Commerce Business', IDG Books, Delhi.
7. Shurety Samantha, 'E-Business with Net Commerce', Addison Wesley.

**MAJOR PROJECT**

**Subject Code: BMCMS1-604**

**L T P C  
0 0 0 3**

A Faculty supervisor will be appointed to the students from the department. In consultation with the supervisor, student will decide their topic. Students can do their project on any topic of their choice (Finance/Marketing/HR/Entrepreneurship/Banking/Operations etc.) and submit the project in the department. Students must give presentation on their project in the department. Their final evaluation will be done based on the work done in the project and their performance during presentation and Viva Voice.

**CONSUMER BEHAVIOUR**

**Subject Code – BMCMS1-605**

**L T P C  
4 0 0 4**

**Duration – 60 Hrs.**

**Course Objectives:** The main objectives of this course are:

1. To understand consumer behaviour in an informed and systematic way.
2. To analyse personal, socio-cultural, and environmental dimensions that influence consumer decisions making.
3. To enable students in designing and evaluating the marketing strategies based on fundamentals of consumer buying behaviour.

**Course Outcomes:** On completion of this course, the students will be able to:

1. Demonstrate how knowledge of consumer behaviour can be applied to marketing.
2. Identify and explain factors which influence consumer behaviour.
3. Relate internal dynamics such as personality, perception, learning motivation and attitude to the choices consumers make.
4. Use appropriate research approaches including sampling, data collection and questionnaire design for specific marketing situations

**UNIT-I (15 Hrs.)**

**Consumer Behaviour:** Nature, Scope & Application, Consumer Buying Behaviour: Consumer Decision Making Process (Five Step Model), Factors Affecting Buying Behaviour, Purchase Behaviour, Buyer's Role.

**UNIT-II (15 Hrs.)**

**Consumer as an Individual:** Consumer Motivation: Needs & Goals, Positive & Negative Motivation, Types & Systems of Needs Hierarchy & Trio of Needs, Introduction to Personality: Theories, Product Personality, Perception: Concept and Elements of Perception and Attitude with Reference to Consumer Behaviour.

**UNIT-III (15 Hrs.)**

**Consumer in Social & Cultural Setting:** Reference Groups: Concepts, Factors Affecting Reference Groups, Family: Functions of Family, Family Decision Making, Family Life Cycle Social Class & its Measurement, Culture & Sub Culture: Definition & Influence.

**UNIT-IV (15 Hrs.)**

**Consumer Decision Making:** Introduction to Opinion Leadership Process Diffusion of Innovations: Diffusion Process, Adoption Process, Introduction to Consumer Decision Making: Levels, Decision Making Process, Various Views of Consumer Decision Making, Models of Consumer Decision Making.

**Recommended Books**

1. Schiffman & Kanuk, 'Consumer Behaviour', Pearson Education.
2. Engel, Blackwell & Miriard, 'Consumer Behaviour', Dryden Press.
3. R. Majumdar, 'Consumer Behaviour: Insights from the Indian Market', PHI Learning Pvt. Ltd., New Delhi.
4. Bitta Loudon, 'Consumer Behaviour', Tata McGraw Hill New Delhi.

**INDUSTRIAL RELATIONS AND LABOUR LAWS**

**Subject Code: BMCMS1-606**

**L T P C  
4 0 0 4**

**Duration: 60 Hrs**

**Course Objectives**

**The aim of this course is:**

1. To help students to understand basics of labor laws and industrial relations applicable in various business houses.
2. To familiarize the students with labor legislations and employee relations scenario in India.
3. To enable students, understand the important concepts of wage, salary and compensation management in India.
4. To make the students of Industrial Relations understand the concept of Public Relations and its various dimensions in the organization.

**Course Outcomes**

**After completion of course, students will be able to:**

1. Understand the laws related to working conditions in different settings.
2. Learn the laws relating to Industrial Relations, Social Security
3. Able to identify and solve issues related to welfare and wage Legislations of groups in organization
4. Gain knowledge about the dispute settlement machinery and the laws related to dispute settlement

**UNIT-I (15 Hrs)**

**Industrial Relations** - Concept, Theories and Evolution, System approach to IR-factors, Context, Web of Rules & Ideology, Trade UNIONSIM, impact of trade unions on wages, Factories Act, 1948; Mines Act, 1952; Trade Unions Act, 1926.

**UNIT-II (15 Hrs)**

**Trade Unionism in India:** Origin, Growth, Structure and Management of Trade Unions, Recognitions, Leadership, Trade Unionisms, Employers' Organisations in India, Managerial Associations. **Collective Bargaining:** Concept, Meaning and Objectives, Approaches, Technique & Strategies to Collective Bargaining, Process of Collective Bargaining, Impact of CB and Workers Participation in Management on IR

**UNIT-III (15 Hrs)**

**Workers' Participation in Management:** Concept, Purpose and Practices in other countries; Workers' Participation Schemes in India – Works Committee, Joint Management Council, Worker – Director, Shop Council and Joint Council, WPM, EPM; Problems and Prospects in India; Quality Circles – Concept and Practices in India.

**UNIT-IV(15 Hrs)**

**Laws relating to Industrial Relations:** Industrial Disputes Act, 1947; Industrial Employment (Standing Orders) Act, 1946; Workmen's Compensation Act, 1923; Employees' State Insurance Act, 1948; Employees' Provident Funds & Misc. Provisions Act, 1952; Maternity Benefit Act, 1961; Payment of Gratuity Act, 1972. Payment of Wages Act, 1936; Minimum Wages Act, 1948; Payment of Bonus Act, 1965; Equal Remuneration Act, 1976.

*Relevant case studies related to the topics should be discussed.*

**Suggested Readings**

1. Arun Monappa & J.T., 'Dunlop Industrial System', TATA McGraw Hill.
2. C.N. Patil, 'Collective Bargaining', University Press.
3. Pramod Varma, 'Industrial Relations', Tata McGraw Hill.
4. S.C. Srivastava, 'Industrial Relation & Labor Laws', Vikas Publications.
5. **Singh and Sinha, 'Labor Laws in Brief', Excel Books.**