



MBA I Semester

MANAGEMENT AND ORGANIZATIONAL BEHAVIOR - Course Outcomes: Students will be able to:

- ❖ Gain understanding of the Concepts of Management, its Evolution, Functions and the Theories contributed by various Management Thinkers.
- ❖ Learn the process of planning, goal setting and the process of decision making with the help of various models.
- ❖ Learn the processes of Organizing and Controlling with the help of various Organizational Structures.
- ❖ Appreciate the relevance of Individual and group behaviour in an organization and the role of Culture and dynamics
- ❖ Identify different Leadership Styles, Skills and the Theories of Motivation

BUSINESS ECONOMICS - Course Outcomes: Students will be able to

- ❖ Understand the Concepts and Principles of Business Economics.
- ❖ Learn various concepts and practical applications of Demand and Supply viz. Laws, Types, Elasticity, Forecasting and Equilibrium.
- ❖ Learn concepts and applications related to Production and Cost of a firm
- ❖ Learn the features of various Market Structures along with the Decision-making with regards to Price and Output in Short and Long Terms.
- ❖ Understand the concepts of Pricing Practices, Theory of Firm and Managerial & Behavioral Theories of a Firm

FINANCIAL REPORTING AND ANALYSIS - Course Outcomes: Students will be able to

- ❖ Understand the Concepts and Principles of Accounting.
- ❖ Understand the Accounting Process in detail.
- ❖ Learn various aspects in depreciation, Inventory and Goodwill.
- ❖ Analyze the Working Capital and Flow of Funds and Cash into the Business
- ❖ Prepare, analyze and Interpret Financial Statements.

RESEARCH METHODOLOGY AND STATISTICAL ANALYSIS -Course Outcomes: Students will be able to:

- ❖ Gain a conceptual overview of Research and the relevant concepts to Research.
- ❖ Learn the different types of Research Designs, Data Collection Tools and Procedures.
- ❖ Use different methods of representing data through Graphs and Tables; gain an overview of Statistics and relevant concepts and conduct Small Sample Tests.
- ❖ Learn to solve mathematical problems related to ANOVA (One-way and Two-way), Correlation and Regression.



- ❖ Learn the application of Time Series and Index Numbers; appreciate the need for preparing and presenting a structured Research Report.

LEGAL AND BUSINESS ENVIRONMENT -Course Outcomes: Students will be able to:

- ❖ Understand the Business Laws related to Incorporation of a company.
- ❖ Learn the Law of Contract & Sale of Goods
- ❖ Learn the salient features of Negotiable Instruments Act 1881
- ❖ Learn the Reforms Undertaken by the Government with respect to the challenging business environments.
- ❖ Gain insights of the Regulatory Framework in India

PROJECT MANAGEMENT (OPEN ELECTIVE - I) - Course Outcomes: Students will be able to

- ❖ Understand and appreciate the importance of Project Management.
- ❖ Learn Project Planning, Execution and implementation.
- ❖ Apply Project Appraisal Methods to Cash Flows and Corporate Practices of Dividend Payment
- ❖ Understand intricacies of Project Evaluation techniques for better decision making.
- ❖ Appreciate the significance of Organizational & Team Behaviors in projects.

BUSINESS COMMUNICATION - Course Outcomes: Students will be able to

- ❖ Appreciate the importance and influence of Business Communication and learn its applications for the purpose of self-development.
- ❖ Learn by practice of writing a variety of formal and informal letters & e-mails and reports and improve the readability of written documents
- ❖ Identify the intricacies of writing Business Reports and Proposals
- ❖ Develop verbal (oral) skills by giving presentations and participating in group discussions; appreciate the impact of body language in the process of communication
- ❖ Polish their etiquette, improve telephonic skills and appreciate the need for culture in maintenance of public relations

STATISTICAL DATA ANALYSIS :LAB - Course Outcomes: Students will be able to

- ❖ Understand the importance of the main functions of MS- Excel /SPSS.
- ❖ Practice advance Excel Tools for conduction of Data Analysis
- ❖ Evaluate Data Analysis using Pivot Tables and Pivot Charts.
- ❖ Analyze the Data using Descriptive Statistics
- ❖ Conduct various Parametric and Non-parametric Tests using MS Excel / SPSS



MBA II Semester

HUMAN RESOURCE MANAGEMENT - Course Outcomes: Students will be able to

- ❖ Understand the concepts, role and functions of HRM and appreciate the need of HR to act as a Strategic Business Partner of the Organization.
- ❖ Learn the methods of conducting Job Analysis, process of writing Job Descriptions & Specifications and the processes of recruitment and selection.
- ❖ Gain an understanding of various concepts and practices of Employee Training & Development and Performance Management & Appraisals.
- ❖ Learn the principles and practices of Employee Compensation and Rewards, with the help of Job Evaluation & Broad-banding etc. and the salient features of Workmen Compensation Act and Minimum Wages Act.
- ❖ Appreciate the need for effective Employee Relations and learn the salient features of Industrial Disputes Act and Factories Act.

MARKETING MANAGEMENT - Course Outcomes: Students will be able to

- ❖ Understand the important concepts and principles of Marketing Management and Marketing Research.
- ❖ Learn about the analysis of Market Opportunities and Customer Value with the help of Marketing Mix Elements.
- ❖ Learn the significance of designing a customer driven strategy through Marketing Segmentation, Targeting and Positioning.
- ❖ Assess Global marketing, green marketing strategies for sustainable development.
- ❖ Gain insights of the key aspects of pricing decisions and the role of communication

FINANCIAL MANAGEMENT - Course Outcomes: Students will be able to:

- ❖ Understand the concept of time value of money.
- ❖ Learn about the capital budgeting techniques and cost of capital
- ❖ Learn the significance of Capital structure vs. financial structure.
- ❖ Assess dividend policies of Indian companies, determinants of working capital, analysis of investment in inventory.
- ❖ Understand the Concepts and Applications of Working Capital Management and Management of Current Assets.

QUANTITATIVE ANALYSIS FOR BUSINESS DECISIONS - Course Outcomes: Students will be able to:

- ❖ Understand the origin and application of operations research.
- ❖ Learn about the Formulation of Linear Programming Problem for different areas.



- ❖ appreciate the significance of variations of assignment problem, methods for finding Initial feasible solution.
- ❖ Learn the aspects of Decision Theory and Network Analysis
- ❖ Gain insights of the theoretical principles and practical applications of different queuing models.

ENTREPRENEURSHIP AND DESIGN THINKING - Course Outcomes: Students will be able to:

- ❖ Understand the approaches to entrepreneurship.
- ❖ Learn about the individual entrepreneurial mind-set and Personality.
- ❖ Learn the significance of Feasibility Analysis, Industry, competitor analysis, new venture development.
- ❖ Understand the principles of implementation of Design Thinking.
- ❖ Appreciate the relevance of Creativity in the process of implementation of Design Thinking

LOGISTICS AND SUPPLY CHAIN MANAGEMENT - Course Outcomes: Students will be able to:

- ❖ Understand the cyclical perspective of logistics and supply chain process.
- ❖ Learn about the distribution, transportation, warehousing related issues and challenges in supply chain.
- ❖ Appreciate the significance of network design in the supply chain.
- ❖ Gain knowledge of various models / tools of measuring the Supply Chain Performance.
- ❖ Appreciate the role of coordination and technology in supply chain management

RURAL MARKETING (OPEN ELECTIVE – II) - Course Outcomes: Students will be able to:

- ❖ Understand the importance of Indian Rural Economy.
- ❖ Learn various rural marketing strategies
- ❖ Learn challenges of Retail Channel Management.
- ❖ Understand the aspects of rural business research.
- ❖ Learn e- rural marketing, CSR, IT for rural development, e- Governance for Rural India.



MBA III Semester

PRODUCTION AND OPERATIONS MANAGEMENT:

Course Outcomes: Students will be able to:

- ❖ Understand the importance concepts of operations management.
- ❖ Learn various strategies in product and process design, analysis.
- ❖ Learn examine the various aspects of plant location and product layout
- ❖ Understand the aspects of scheduling.
- ❖ Gain insights of integrated materials management, e-procurement, and materials planning.

MANAGEMENT INFORMATION SYSTEMS

Course Outcomes: Students will be able to:

- ❖ Understand the importance of MIS for strategic advantages.
- ❖ Learn various business applications of information systems like e-business, BPR, DSS
- ❖ Learn examine the information system planning.
- ❖ Understand alternative methods for building information system.
- ❖ Learn cyber security with inter networks security defenses.

BUSINESS ANALYTICS

Course Outcomes: Students will be able to:

- ❖ Understand the importance of business analytics in practice.
- ❖ Learn various rural marketing strategies
- ❖ Learn challenges of data modeling.
- ❖ Understand the aspects data mining.
- ❖ Learn Monte Carlo simulation, risk analysis and decision tree analysis.



HUMAN RESOURCES ELECTIVE

TALENT AND PERFORMANCE MANAGEMENT SYSTEMS

Course Outcomes: Students will be able to:

- ❖ Understand Talent Management Process along with its key components.
- ❖ Learn the significance of performance management and employee development in Organizations.
- ❖ Learn different approaches to Performance Management System.
- ❖ Understand KRA's and KPI's and performance metrics.
- ❖ Identify the importance of reward systems in organizations.

LEARNING AND DEVELOPMENT

Course Outcomes: Students will be able to:

- ❖ Understand Learning theories with the emphasis on learning outcomes.
- ❖ Learn the significance of Training in organization.
- ❖ Learn different training methods.
- ❖ Understand essentials of management development.
- ❖ Identify the Training needs, Training methods for different sectors

EMPLOYEE RELATIONS

Course Outcomes: Students will be able to:

- ❖ Understand the changing nature of Labor/Workforce in India and appreciate the need for knowing and maintaining good relations with Industry and Trade Unions.
- ❖ Learn the legal framework/process of Collective Bargaining and the aspects of Negotiation, Social Security and Drafting of Agreements. Learn various aspects of Tripartism, Social Dialogue and the role of Government in Industrial
- ❖ Relations Understand the salient features of various Acts such as Factories Act, Minimum Wages Act, ESI
- ❖ Act etc. and the need for maintenance of good Employee Relations
- ❖ Understand the salient features of Acts such as Industrial Disputes Act, Occupational Safety, Health and Working Conditions Code etc.



MBA FINANCE ELECTIVE

SECURITY ANALYSIS AND PORTFOLIO MANAGEMENT

Course Outcome: Students will be able to:

- ❖ Understand the Indian financial system and also about Investment.
- ❖ Learn the relevance of risk and returns.
- ❖ Learn various influences bond valuation and management.
- ❖ Understand the relevance of equity valuation of cash market and derivatives.
- ❖ Identify the need for mutual funds in India.

RISK MANAGEMENT AND FINANCIAL DERIVATIVES

Course Outcome: Students will be able to

- ❖ Understand risk management and derivatives.
- ❖ Learn the relevance of Basel norms, types of risks.
- ❖ Learn various aspects about Derivatives Market in India.
- ❖ Understand the uses of options strategies.
- ❖ Examine the importance of SWAP Market.

STRATEGIC COST AND MANAGEMENT ACCOUNTING

Course Outcome: Students will be able to

- ❖ Understand the cost analysis and control.
- ❖ Learn the relevance of unit, job, and process costing for strategic decisions.
- ❖ Learn various aspects of activity-based management.
- ❖ Understand the role of types of budgets and the budgeting process in non-profit organizations.
- ❖ Identify the need for establishing cost standards.



MBA SEMESTER – IV

STRATEGIC MANAGEMENT

Course Outcome: Students will be able to

- ❖ Understand the importance of strategic management process.
- ❖ Learn various market life cycle models for strategic analysis.
- ❖ Learn Strategies for competing in global markets and internet economy.
- ❖ Appreciate the need for having appropriate Turnaround and Diversification Strategies.
- ❖ Understand the aspects of strategy evaluation and control.

HUMAN RESOURCE ELECTIVE

INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Course Outcome: Students will be able to

- ❖ Gain an overview of the nature, scope and importance of International Human Resource Management
Understand and appreciate the role of International Human Resource Management
- ❖ Development and execution of strategies for success of multinational corporations.
- ❖ Learn the role of International Human Resource Management in long-term planning and staffing of manpower globally
- ❖ Gain insights of the strategic role of Training and Development of Expatriates in management of international assignments.
- ❖ Acquaint themselves with the process of global performance management and understand the complexities of global compensation

LEADERSHIP AND CHANGE MANAGEMENT

Course Outcome: Students will be able to

- ❖ Gain an understanding of the concepts and principles of leadership by studying the contributions made by various philosophers and Universities.
- ❖ Learn from the various theories and styles of leadership and their contribution the subject matter of leadership from time to time.
- ❖ Appreciate the role of leader in the ever-changing business scenario and gain knowledge of various models of change.
- ❖ Understand the role of power, politics and conflicts in times of change, management of resistance to change in the process of implementing organizational change.
- ❖ Gain insights of the process organizational development from a consultative perspective.

**HR ANALYTICS****Course Outcome: Students will be able to**

- ❖ Gain an understanding of the relevance of HR Analytics in the current business scenario.
- ❖ Have an understanding of the models of conducting HR Analytics and understanding of the methods of capturing, examining & purifying data for conduction of HR Analytics.
- ❖ Use MS Excel for conduction of HR Analytics for key HR Processes
- ❖ Have an overview of various tools and software technologies used for conduction of Descriptive
- ❖ HR Analytics and Visualization of HR Data. Appreciate the significance of Predictive and Prescriptive Analytics.

FINANCE ELECTIVE**INTERNATIONAL FINANCIAL MANAGEMENT****Course Outcome: Students will be able to**

- ❖ Understand recent changes and challenges in International Financial Management.
- ❖ Learn Factors affecting International Trade flows
- ❖ Learn various aspects about International Stock market.
- ❖ Understand the uses of exchange rates.
- ❖ Examine the importance of International Financing.

STRATEGIC FINANCIAL MANAGEMENT**Course Outcome: Students will be able to**

- ❖ Understand financial strategy and control of a company.
- ❖ Learn the relevance of risk and uncertainty in making strategic decisions.
- ❖ Learn various aspects of capital budgeting.
- ❖ Understand the capital structure, dividend policy, financial distress, restructuring.
- ❖ Identify the different diversification strategies and mergers and acquisitions.

FINANCIAL ANALYTICS**Course Outcome: Students will be able to**

- ❖ Understand techniques of financial statements.
- ❖ Learn the relevance of time value money.
- ❖ Learn various aspects of capital budgeting.
- ❖ Understand industry, technical and economic analysis.
- ❖ Learn duration of bond and immunization strategies.