

**INTERNATIONAL INSTITUTE OF
PROFESSIONAL STUDIES
DAVV, INDORE**



Syllabus

MBA (MS) 5 Years Integrated Course

Ist to VIth Semester

Batch 2018 -2023

IV Semester

| Code | Subjects |
|-------------|---------------------------------|
| IM-406B | Macro Economics |
| IM-411 | Income Tax |
| IM-415 | Quantitative Techniques |
| IM-417 | Human Resource Management |
| IM-420 | Purchase & Materials Management |
| IM-421 | E- Business Fundamentals |

IM- 406B -Macro Economics

Course Objective:

To Impart Basic Knowledge of Macro Economics which is necessary for Management Students

Course Content:

1. **Introduction:** Macro Economic analysis, Micro and Macro Economics, goals of macroeconomic policies, stock and flow variables, exogenous and endogenous variables, EX- ANTE and EX-POST concepts.
2. **Measurements of Macro Economic Aggregates & National Income Determination**
Measurements of Macro Economic Aggregates: National Income and its variants, Real & Nominal GDP, Measures of national products and methods used, National income and Economic welfare, National income in India, its composition, trend & structural analysis, Okun's Law. National Income Determination: National income determination models under open and closed economy, Aggregate demand and supply, Calculation of multiplier, simple investment multiplier, government expenditure, tax, balanced budget and foreign trade multiplier, Super multiplier, limitations of multiplier.
3. **Consumption Savings function & Investment Function** -Consumption & Savings function: Keynes' psychological law of consumption, Post Keynesian income consumption hypothesis, Trends of consumption and savings in Indian economy. Investment Function: Investment, its types, factors affecting investments, MEC and factors affecting MEC, Accelerator principle. Investment trends in Indian economy, measures to stimulate public and private sector investment in India.
4. **Money and Inflation** -Money and Interest Rates: Money and its role, measures of demand and supply of money, money multiplier, interest rate and IS- LM framework. Inflation and Deflation: Types of inflation, Inflationary gap, causes and consequences of inflation, Philips curve, Reflation, Deflation; trends and measurements of inflation in Indian Economy.
5. **Monetary and Fiscal Policies:** Objectives and Instruments of Monetary and Fiscal Policies, Analysis of the policies in Indian Economy, Recent Monetary and Fiscal Policies.
6. **Basic Macro Economic concepts for Open Economy:** Balance of Payments, Current and Capital account, Official reserve account, Balance in BOP, Analysis of India's BOP Position
7. **Business Cycles:** Concept and phases of Business cycles, Monetary and Non Monetary theories of business cycles

BOOKS

- G. Mankiw- Macro Economics
- Dornbusch& Fischer- Macro Economics, 9th Edition
- Fred Gothiel – Principals Of Macro Economics
- Edward Shapiro – Macro Economic Analysis
- Sunil Bhaduri – Macro Economics
- M.C. Vaish – Macro Economics
- M.L. Seth- Monetary Economics

IM- 411 -INCOME TAX

Course Objective:

This subject contains all the provisions described under Income Tax Act, 1961 which helps to determine the types of income; its assessment & the levy of Income Tax through which the Govt. generates the revenue for meeting various socio-economic objectives & public welfare. After the completion of the course, students will be able to assess individual's income & calculate the Income Tax payable on the same.

Course Content:

1. **Introduction:** Definition of Income, Casual Income, Agricultural Income, Person, Assessee, Previous year, Assessment year, Gross Total Income, Total Income; Exempted Income; Heads of Income, Residential Status & Tax Liability
2. **Computation of Income from Salary:** Meaning & definition, different forms of Salary Allowances, Perquisites, Valuation of allowances & perquisites, Provisions regarding Provident Fund, Entertainment Allowances, Professional Tax
3. **Income from House Property:** Introduction & Important provisions, Types of House Property, Determination of Gross Annual Value, Municipal Tax & Deductions u/s 24, Treatment of unrealized rent & Vacancy period.
4. **Income from Business or Profession:** Meaning, income chargeable under Income Tax (section 28), Deductions in respect of expenses & allowances, Disallowed expenses (excluding special business), Depreciation How to compute profits & gains.
5. **Capital Gain:** Meaning, Items included & types of Capital Gain/Loss. Computation of Capital Gain/Loss. Capital Gain Exempted from Tax. (U/s 54,54B, 54D, 54ED, 54F, 54G, 54H)
6. **Income from Other Sources:** Meaning & types of Income, Allowable & Disallowable Deductions, exempted incomes. Computation of Income, Set off & carry forward of Losses: Set Off of Losses under- same head, other head. Carry forward & set off.
7. **Assessment of Individuals:** Assessment of Individuals ,Assessment of Individuals & tax liability.Procedure for Assessment Advance Payment of Tax.

BOOKS

Income Tax: Law & Accounts by Dr.H.C. Mehrotra

Reference Book: Students Guide to Income Tax by Dr. V. K. Singhanian

IM- 415QUANTITATIVE TECHNIQUES

Course Objective

The objective of the course is to understand the practical application of Statistics and Operation Research Concept in Business and Management.

Course Contents

- 1) **Introduction:-** Introduction to Quantitative Techniques, Necessity of Quantitative Techniques in Industry, Scope of QT, limitations and its applications in Management.
- 2) **Introduction of Linear Programming:** Meaning of linear programming, Mathematical formulation of linear programming problems, assumption, Solution of linear programming by graphical methods.
- 3) **Simplex Method:** -Maximization problems, Minimization problems (Big M Method), Problem of mixed constraints, Infeasibility. Unbounded, Degeneracy, Duality in linear programming problem.
- 4) **Transportation Model:** Introduction to the model, Assumptions in the Transportation Model, Formulation and solution of Transportation Model, Variants in Transportation Model (Unbalanced, Maximization, No allocation in particular cell).
- 5) **Assignment Model:** Definition of the Assignment Model, Mathematical representation of the Assignment Model, Comparison with the Transportation Model, Solution of the Assignment Model, Variations of the Assignment Model (Non square matrix, Maximization, Restrictions on Assignment), sensitivity analysis in the assignment problem.
- 6) **Dynamic Programming:** Introduction, Distinguishing characteristics of Dynamic Programming, Formulation of Dynamic Programming Problems, Solution of LPP by Dynamic Programming, Applications of Dynamic Programming, Deterministic Dynamic Programming, Probabilistic Dynamic Programming.
- 7) **Goal Programming:** Introduction, Formulation and Graphical solution of Goal Programming, Applications of Goal Programming.

BOOKS

- Operation Research by V.K. Kapoor
- Quantitative Techniques by N.D. Vohra

IM- 417 -HUMAN RESOURCE MANAGEMENT

Course Objective:

The course objective is to help the students in understanding the dimensions of the Human Resource Management with particular reference to human resource management policies and practices in India. Efforts will also be directed towards developing communication and decision-making skills through case discussions, group discussion, role-playing, presentation and live and theoretical projects and assignments.

Course Content:-

1. Human Resource Management:Relevance and spectrum, concept and evolution, Organization of HR Department, Role, Status and competencies of HR Manager, HR Policies. Emerging dimensions in HRM.

2. Acquisition of Human Resource:Human Resource Planning- Quantitative and Qualitative dimensions; job analysis – job description and job specification; Concept and sources; recruitment – selection – Concept and process; test and interview; placement induction.

3.Training and Development: Concept and importance; identifying training and development needs; designing training programmes; role specific and competency based training; evaluating training effectiveness; training process outsourcing; management development systems.

4. Performance Appraisal System:Nature and objectives; techniques of performance appraisal; potential appraisal and employee counseling; job changes - transfers and promotions.

5. Compensation: Concept, policies and administration; job evaluation; methods of wage payments and incentive plans; fringe benefits; performance linked compensation. Maintenance: employee health and safety; employee welfare; social security; grievance handling and redressal.

6. Career planning and succession planning- Concept, need and process of Career planning. Difference between Career planning and succession planning, Concept, process and benefits of both types of planning.

7. Separation process:Turnover, Retirement, layoff, retrenchment and discharge, VRS.

BOOKS:

1. Human Resource Management Principles and Practice, P.G. Aquinas, ISBN : 8125918097.Publication Year : 2011,Edition: First Reprint
2. Personnel Management, ArunMonappa , Mirza Saiyadain, ISBN : 0074622643, Publication Year : 2011,Edition: Second
3. Human Resource Management , V S P Rao, ISBN : 8174464484,Publication Year : 2005, Edition: Second
4. Human Resource Management, Gary Dessler,ISBN : 8131754269,Publication Year : 2012, Edition: Twelfth

IM- 420PURCHASE AND MATERIALS MANAGEMENT

Course Objective:

Objectives of this course are to help the students acquire basic knowledge and understanding of purchasing and materials management and apply it for making relevant decisions.

Course Contents:

1. **Materials Management:** Objective, Importance, Integrated Materials Management, The role of Materials and Purchase management .Desirable Qualities of Purchase Manager.
Organization Of Materials Function: Organization Structure Centralized Purchasing, Decentralization, Delegation of Power, Materials and User Department.
2. **Material Planning And Budgeting:** Planning: Advantages, Definition, Planning Approaches to Materials Management. **Financial Aspects In Materials Management:** Role of Finance, Interaction with Materials Holding and Acquisition Cost
3. **Specification Standardization and Codification:** Relevance, Definition, Specification, Advantages and Techniques, Identification, Evolution of Codes, Classification, Methodology, Advantages Of Codification.
4. **Warehousing Management:** Objectives Of Store, Location and Layout, Preservation Of Items, Management Of Receipts, Issue Control Store Documentation, Objective of inventory, inventory cost, inventory control techniques, evaluation of inventory management. ABC, XYZ, VED analysis.
5. **Purchasing Cycle:** Purchasing Activities, Indent Status, Chasing And Follow Up, Transportation, Incoming Inspection, Bill Settlement, Documentation, Right -Price, Time, Method, Mode, Quality, Source And Buyers Sellers Relations.
Ordering Systems: Purchase Policy, Cash Purchase, Tender System, Rate Of Running Contract, Subcontracting, and Systems Contract Etc.
International Buying: Why Imports, Import Policy, Classification Of Import, Objective Of Control, Preliminary Formalities, Source Selection, Letter Of Credit, Documentation, Bill Of Lading Custom, Clearance Etc.
Negotiations: Objectives, Process, Process Factor, Other Parameter, Strategy And Tactics, Qualities Of Negotiator, Process And Guidelines For Negotiation, Negotiation Techniques.
6. **Vendor Rating:** Relevance Of Good Supplier, Need For Vendor Evaluation, Goals Of Vendor Rating, Advantages Of Vendor Rating, Parameters Of Vendor Rating. Settlement of Bill, Accounting, Audit In Materials Management.
7. **Disposal of Obsolete and Scrap Items:** Management Of SOS, Categorization Of Obsolete/Surplus, Reasons For Obsolescence, Control Of Obsolescence And Scrap, Responsibility For Disposal, Disposal Methods.

Books

- 1] Purchasing and Materials Management – Chitale& Gupta.
- 2] Purchasing and Materials Management - M.M. Verma.

IM- 421 E-BUSINESS FUNDAMENTALS

Course Objectives:

Major learning in this subject is expected to be in area of use of technology in business. Besides covering areas like CRM, SCM and KM, usage of e business tools in service industry, HRMetcwould be discussed. One section of the syllabus would focus on the security and privacy issues in the current cyber business environment.

Course Contents:

1. **Introduction to e-business**, Difference between traditional and e-business, electronic commerce, types of e-commerce, e-business framework, application and network infrastructure, transaction type- B2B, B2C etc.
2. **Models of e-commerce** and its applications, EDI applications in e-business, Value added network, architecture and standards.
3. **E-business models**: Business model ingredients, B2C, B2B model with example, case study related to B2C and B2B.
4. **E-Payment System** and its types and comparison, Token base payment, Smart card, Credit card, Debit Card, etc. design in one of payment system, Risk involved in e-payment system.
5. **Electronic market place** of Buyers and Sellers, Consumer behaviour and markets, advertising and marketing on Internet, online marketing, online advertising and tools of advertising.
6. **Security issues**: Cyber laws, Cyber crimes and security issues, security concept, dimension of security, method, cryptography, encryption description.
7. **Future of e-business and its applications**, e-Tailing, e-Banking, e-HRM, e-Commerce in service sector, e-Enterprise, virtual factory, web-hortal , portal, vortals and strategies of e-business.

BOOKS

1. Electronic Commerce by Ravi Kalakota and B.Whinston, Frontiers of e-commerce, New Delhi, Addisin-Wesley,2000 edition.
2. E-Commerce by Kenneth C Loudon, Pearson Publication.
3. E-business and E-commerce management by Dave Chaffey, Pearson Publication.
4. Ravi Kalakota and M.Robinson , E-Business : Road map for success, New Delhi, Addisin-Wesley,2000 edition.
5. Daniel Amor, The E-Business (R) Evolution, New Delhi, Prentice Hall, PTR, 2000.