UNIVERSITY OF RAJASTHAN
JAIPUR

SYLLABUS

Faculty of Management Studies

Master of Business Administration

Semester Scheme

1st Semester Exam. December 2016
Course Category:
CCC: Compulsory Core Course
ECC: Elective Core Course
OEC: Open Elective Course
SC: Supportive Course
SSC: Self Study Core Course
SEM: Seminar
PRJ: Project Work
RP: Research Publication
PRE: Presentation

Contact Hours:
L: Lecture
T: Tutorial
P: Presentation
S: Self Study
### Semester-I

<table>
<thead>
<tr>
<th>S.No</th>
<th>Subject Code</th>
<th>Subject Title</th>
<th>Category</th>
<th>Credits</th>
<th>Contact Hours (L: T: P)</th>
<th>ECGS (T)</th>
<th>Duration (Academic Year)</th>
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<tbody>
<tr>
<td>1</td>
<td>MGM 101</td>
<td>Principles of Management and Organization Behavior</td>
<td>CCC</td>
<td>6</td>
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<tr>
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<td>MGM 102</td>
<td>Marketing Management</td>
<td>CCC</td>
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<td>3</td>
<td>MGM 103</td>
<td>Accounting for Managers</td>
<td>CCC</td>
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**Total Credits in the Semester:** 36

### Electives in Semester-I:

- MGM A01 - Indian Socio Economic Policies and Practices
- MGM A02 - Human Resource Management
- MGM A03 - Productions and Operations Management
- MGM A04 - Business Communication and Personality Development
- MGM A05 - IT for Managers

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Dy. Registrar (Acad.)
University of Rajasthan
JAIPUR
Program Administration

1. The medium of instruction and examinations shall be English.

2. There will be a component of continuous assessment as per University rules. This will be conducted by the Institute under supervision of the Director. The SGPA for this continuous evaluation will be determined as per University rules and guidelines.

3. No candidate shall be considered to be eligible to pursue End of Semester Examinations unless he/she passes the Continuous Internal Assessment with 25% marks. Continuous Internal Assessment will consist of Written Test (weightage 70% in calculation of Internal Continuous Assessment result) and Presentation / Assignments / Projects / Viva (weightage 30% in calculation of Internal Continuous Assessment result)

4. The rules of passing, readmission and EOSE (end term semester exam) will be as per University rules and guidelines.

5. Courses/papers are inter-changeable from one year to another. The optional are given separately for each semester.

6. The Optional Groups (Electives) for functional area to be introduced will be announced in the beginning of Semester-III. It is not necessary to introduce all the optional groups. Only a few optional groups will be introduced, keeping in view the teaching faculty / students’ position.

7. There will be 7 questions out of which the candidate is required to answer 5 questions. Out of 7 questions one will be a case/ problem which will be compulsory. The exercise/ case can be from any part of the syllabus.

8. No candidate shall be considered to have pursued a regular course or study unless he/she is certified by the Director of the Institute to have attended 75%
of the total number of lectures, tutorials, seminars and case discussions in each year during the course of study.

9. Promotion from one semester to another will be as per University rules.

10. The CGPA (of the end term University exam EoSE) will be determined as per University rules and guidelines.

11. The student will submit the choice of papers as per university guidelines and by the date announced by the institute.

12. There will be a credit monitoring committee of the Institute whose decisions regarding credits and allied domain will be final and binding.

13. Credit registration at least once in all compulsory credit courses shall be binding but earning all CCC credits for accumulation of minimum 120 credits.

14. All students are required to fill in readmission and examination form for each semester complete in all respects by the due date/late fee date as announced by the Director of the Institute. Incomplete examination forms are likely not to be forwarded to the University.

15. A student will opt for total 6 specialization papers. 3 out of these will be from one functional area and 3 from another. He/She cannot choose from more than two functional areas.

16. There should be adequate number of students willing to opt for an elective (if the number is less than 5 then the elective will not be offered).
Semester I

Syllabus

Principles of Management and Organization Behavior

Subject Code: MGM101
Credits: 06

Objective: The course has been designed keeping in mind the specific need of managers to understand and appreciate the concept of Management and various dimensions of Group and Individual Behavior in the organization. It also aims to equip students with knowledge, skill and competencies to manage efficiently and effectively.

Introduction to Management
Meaning | Levels | Functions (Planning, Organizing, Staffing, Directing, Controlling) | Importance | Decision Making | Role of Managers | Management Skills | MBO | MBE

Individual Behavior
Personality | Perception | Learning | Stress Management | Emotional Intelligence

Organizational Behavior
Organization Structure and Design | Motivation | Leadership | Teams and Group Dynamics | Power and Politics | Conflict Management | Diversity | Organisational Culture

References
3. Stoner, Freeman, Gilbert, Jr., Management, PHI
4. Robbinson and Coulter, Management, PHI
5. Kootnz and Weirrich, Essentials of Management, TMH
Semester I

Syllabus

Marketing Management

Subject Code: MGM102
Credits: 06

Objective: The course has been designed keeping in mind the specific need of managers to understand and appreciate the concept of Marketing and various dimensions related to Exploring, Creating, Delivering and Communicating Customer Value. It also aims to equip students with knowledge, skill and competencies to manage efficiently and effectively.

Introduction to Marketing
Nature and scope of marketing | Core marketing concepts (Market, Need, Want, Demand, Value, Satisfaction, Consumer & Customer, Goods and Services, Competition, Company Orientation towards Market Place) | Marketing Environment (External and Internal) | Marketing mix of Goods and Services |

Exploring Customer Value
Consumer buying decision process | Basics of Market Research | Levels of marketing planning | Segmentation, Targeting and Positioning

Creating Customer Value
Developing products (Introduction to Products, Product Levels, Product Classification, Product Life Cycle, Product Line and Mix, Packaging and Labeling, Product Quality) | Concept and Role of Brands | Pricing Decisions (Introduction to Price, Pricing Process, Methods) | Delivering and Communicating Customer Value (Value chain Model, Market Channel, Retailing and Wholesaling, Marketing Communications)

Marketing Control
Marketing Evaluation and Control | Sustainability and Ethics in Marketing

Reference
Semester I

Syllabus

Accounting for Managers

Subject Code: MGM103
Credits: 06

Objectives: The course has been designed keeping in mind the specific need of managers to understand and appreciate the concept of Accounting and Analyzing Financial Statements and various dimensions related to managing Financial Resources in the organization. It also aims to equip students with knowledge, skill and competencies to manage efficiently and effectively.

Introduction
Introduction to Financial Accounting | Generally Accepted Accounting Principles | A Review of Financial Accounting from Journal Entry to Balance Sheet | IFRS | Regulatory Requirements for Annual Accounts

Published Financial Statement Analysis
Objectives | Sources of Information | Ratio analysis | Cash Flow Statement as per AS 3 | Inferences from Published Financial Statements | Cost Structure Management and Cost Saving Techniques

Cost Accounting

Reference
1. Khan and Jait, Management Accounting, McGraw Hill.
3. Hilton, Ramesh, Jayadev, Managerial Accounting, McGraw Hill.
5. Hilton and Platt, Managerial Accounting, McGraw Hill.
Indian Socio Economic Policies and Practices

Subject Code: MGM A01
Credits: 06

Objective: The course has been designed keeping in mind the specific need of managers to understand and appreciate various Indian Socio Economic Policies and Practices and various dimensions related to Indian Social and Economic Trends and Government Schemes having implications on managerial decisions. It also aims to equip students with knowledge, skill and competencies to manage efficiently and effectively.

Indian Economic Structure

Indian Socio Structure
Understanding of Indian Social Structure | Basic Characteristics of India Society | Understanding Indian Mind-Set | Cultural Diversity | Key Issues in Rural Society and Market | Population | Poverty | Literacy | Indian Demographics | Major Social Reforms in India | HDI

Indian Socio Economic Policies
Fiscal Policy | Monetary Policy | Introduction to Government Flagship Programs (MNREGA, Jan Dhan Yojna, Make in India, Digital India, Stand Up India Start Up India, Clean India Program, Skill India Program)

2. SK Goyal, India's Social Milieu, Academic Foundation
3. Magazines (Economic and Political Weekly | Frontline | India Today | Others) and Newspapers
4. Nissam, India : Economic, Political and Social Issues, Nova Science Publisher
Subject Code: MGM A02
Credits: 06

Objective: The course has been designed keeping in mind the specific need of managers to understand and appreciate the concept of Human Resource Management and various dimensions related to managing Human Resource in the organization. It also aims to equip students with knowledge, skill and competencies to manage efficiently and effectively.

Introduction to HRM
Meaning | Scope | HRM Environment in India | Diagnostic approach to HRM | HR as strategy | HR competencies and efficiency

Human Resource Procurement
Job Analysis (Job description and Job specification) | Recruitment | Selection | Induction

Performance Appraisal and Reward Management
Meaning | Objective | Process | Methods | Internal Mobility (Promotion, Transfer and Demotion) | Discipline | Employee Grievances Handling | Employee Exit

Employee Compensation
Meaning | Financial and Non-Financial Components

Human Resource Accounting
Meaning | Importance | Methods

Reference
Productions and Operations Management

Subject Code: MGM A03
Credits: 06
Objective: The course has been designed keeping in mind the specific need of managers to understand and appreciate the concept of Production and Operations Management and various dimensions of Production, Business Processes, Logistics and Operational issues in the organization. It also aims to equip students with knowledge, skill and competencies to manage efficiently and effectively.

Introduction to POM
Importance | Types of Production Systems | Product and Service Design Factors | Productivity (System, Personnel, Capital) | Integrated Productions Management | Location Decision | Plant Layout Decision | Production Planning | Operations Strategy

Business Processes
Business Process Modeling | Inventory Management | Lean Manufacturing | JIT | Supply Chain Management | Operations Scheduling

Network Techniques
Project Planning and Control | Project monitoring through Network Techniques | PERT-CPM | Concept of Time Estimates | Project Costs

Quality Management

Reference
1. Buja and Sarin, Modern Production and Operation Management, Wiley
3. Adam Jr. and Ebert, Production and Operation Management, Pearson
4. Anil Kumar and N Suresh, Production and Operation Management, New Age
5. Rendex et al., Production and Operation Management, Pearson
Business Communication and Personality Development

Subject Code: MGM A04  
Credits: 06

Objectives: The course has been designed keeping in mind the specific need of managers to understand and appreciate the implication of effective communication in management and various dimensions related to Verbal and Non Verbal Business Communication. It also aims to equip students with knowledge, skill and competencies to manage efficiently and effectively.

Introduction to Business Communication
Meaning | Process | Types of Communication | Channels of Communication | Barriers to Communication | Making Communication Effective

Business Writing and Correspondence
Agenda | Minutes | Notes | Report Writing | Making effective presentations | Business Letters | Writing business emails | Telephone etiquettes | Managing Business Meetings | Communicating on Social Media

Personality Development
Role of Verbal and Non Verbal Communication | Behavioral Aspects of Communication | Effective Body Language | Preparing for Group Discussions and Interviews | Public Speaking | Formal Dressing Sense | Dining etiquettes

Reference
2. Kaul, Business Communication, PHI
3. Sinha, Business Communication, Galgotia
Syllabus

IT for Managers

Subject Code: MGM A05
Credits: 06
Objectives: The course has been designed keeping in mind the specific need of managers to understand and appreciate the implication of Information Technology in management and various dimensions related to application of IT for managerial decision making. It also aims to equip students with knowledge, skill and competencies to manage efficiently and effectively.

Computer Hardware and Software
CPU | Logic Gates | Computer Memory | Computer Hierarchy | Input Technologies | Output Technologies | Operating Systems | Application Software | Utility Software | Contemporary Apps for Managers

Data Base Management System
Traditional File Environment | Database Management Systems Concepts | Data Models | MS-Excel | SQL

Telecommunication and Networks
Types of Telecommunication Networks | Telecommunications Media | Network Topologies | Network Architectures | Internet, Intranet and Extranets | Features of an Effective Website and App | Payment Gateways

Functional and Enterprise Systems

Reference
1. Lucas, Information Technology for Management, TMH
2. Behl, Information Technology for Management, TMH