

***Revised syllabus of M.B.A. (THREE PAPERS I SEMESTER) W.E.F. THE
ADMITTED BATCH OF 2009-10***

CP- 101 : PERSPECTIVES OF MANAGEMENT

Course Objectives are to Gain-a-basic understanding of management, its historical roots, essential functions and contemporary concerns and effectively apply managerial principles through analyzing typical management “situations” presented in class and in the text.

- Unit 1 : Management in the new era – Managing for Competitive Advantage – Evolution of Management Thought-concept-functions and Principles of Management-Ethics and Corporate social Responsibility
- Unit II: Planning – Nature, purpose and Importance of Planning – Types of Plans – Steps in Planning – Planning Premises and Forecasting- Decision Making.
- Unit III: Building a dynamic organization – Fundamentals of Organizing – Formal and informal Organization – types of Organization Structure –Line and Staff Relations – Departmentation Delegation – Decentralization – Span of Control
- Unit IV : Directing leadership approaches contemporary perspectives Leadership Developing leadership skills-Motivating for performance Herzberg’s and Maslow’s theories of motivation.
- Unit V : Control – definition and process and techniques of control – total Quality management - Six sigma
- (Case Study compulsory in all Units)

Suggested Books :

1. James A.F Stoner, R. Edward Freeman & Danirl R. Gilbirt Jr. Management, PHI India.
2. Heinz Wehrich & Harold Koontz, Essential of Management, Tata McGraw Hill Intl.
3. Bateman Snell, Management, Tata McGraw-Hill Edition
4. Virmani, Manging people in Organisations sage response books, new delhi
5. Bajaj Management Process and Organization Excel publications
6. John F. Wilson – Trhe making of modern management, Oxford University press
7. Ricky W.Griffin, Management 8th Editgion Wiley India, New Delhi.
8. Stephen Robbins and Mary coulter, management prentice hall of India.
9. Tripathy and Reddy,-Principles of Management, Tata McGrawGill.

CP 103: INDIAN BUSINESS ENVIRONMENT

Course Objective is to introduce to the Indian business environment so that students can understand business matters based on basic understanding of business environment and gain knowledge about the challenges associated.

- Unit- I Business Environment Components and Significance – Economic Scope- Cultural, political, Technological and External Factors- Influencing Business Environment-Dimensions of International Business Environment – Challenges.
- Unit- II Structure of Indian Economy; Economic systems- Economic planning with special reference to last three plans, public, private joint and cooperative sectors-industrial Policy of the Government- Policy Resolutions of 1948,1956, 1991 Industrial Policy and Economic Policy – Subsequent policy Statements.
- Unit-III New Economic policy, liberalization, privatization and globalization perspectives of New Economic Policy -subsequent policy statements-Regulations – Indian Companies Competitiveness, changes and challenges, Sustainable Development, Competition Act -2002
- Unit-IV Special Economic Zones FIZ'S Corporate Governance- Meaning and importance, Ethics in Business-Emerging Trend in Indian Business Environment
- Unit-V Monetary and Fiscal policies-Financial Market structure-Stock Exchanges-Industrial financial Institutions-Exit policy-Financial and Labor Environment

Suggested Books:

1. K.V.Sivayya and VBM Das: Indian Industrial Economy, Sultan Chand Publishers, Dethi
2. Avid W.Conkin, Cases in Environment of Business, Sage Response Books
3. Vivek Mittal, Business Environment, Extcel, ND
4. Sundaram&Black international Business Environment Text and Cases, PHI

5. Suresh Bedi Business Environment, Excel New Delhi
6. Francis Cherunialm Business Environment Text&Cases
7. M.Adhikari Economic Environment of Business
8. Pandey GN Environment Management Vikas Publishing House
9. Raj Agarwal Business Environment Excel Publications
10. Survey of India -Latest survey

CP 106: ORGANISATIONAL BEHAVIOR

Course objectives are to enable students to understand the influence of individual determinants on behavior and apply concepts to leadership, change and decision - making and develop strategies for teamwork

- Unit- I Introduction to the field of OB-Meaning and scope-Trends for Organizational Behavior, Anchors of Individual behavior, Knowledge management, Foundations of individual behavior, MARS Model, values, attitudes, job satisfaction.
- Unit- II Personality in organizations – personality traits -Perception and Learning in organizations – perceptual process-perceptual errors-improving perceptions-workplace emotions- Motivation in workplace –theories of motivation
- Unit-III Attitudes-nature and dimensions of attitudes-Foundations of team dynamics-Developing high performance teams-leadership in organizational settings –conflict and negotiation in workplace causes and consequences.
- Unit-IV Work related stress, Management of stress, individual differences in stress- managing stress Organisational Change –Change Process- Resistance to Change –three approaches to organizational Change.
- Unit V Organizational culture- Elements of Organisational Culture – Organisational Culture and performance – Merging Organisational Cultures- Creating an ethical organization- Organizational effectiveness.

Case studies are compulsory

Suggested Books:

1. Stephen Robbins, Organizational behavior
2. Fred Luthans, Organizational behavior , McGraw Hill international Edition
3. Sterven Shaine, Mary Ann gilnoy, , Organizational behavior, Mcgrawhill edition

4. R.K Suri , Organizational behavior Wisdom Publications.
5. A Pardhasardhy & R Satya Raju Management Text and Cases, Prentic Hall of India
6. Deepak Pareek ,Organizational behavior Oxford University Press