

**I SEMESTER M.Com (MASTER OF COMMERCE)**

Paper	Subjects	Instruction Hrs/Week	Duration of Exam (Hrs)	Marks			Credits
				*CIA	**ESE	Total	
1.1	Macro Economics	4	2.5	30	70	100	4
1.2	International Business	4	2.5	30	70	100	4
1.3	Business Research Methods-1	4	2.5	30	70	100	4
1.4	Financial Planning	4	2.5	30	70	100	4
1.5	Organisational Behaviour	4	2.5	30	70	100	4
1.6	Corporate Taxes	4	2.5	30	70	100	4
1.7	<b>SOFT CORE</b> Bank Management	3	2.5	30	70	100	2
<b>I SEMESTER TOTAL /CREDITS</b>						<b>700</b>	<b>26</b>

\*CIA: Continuous Internal Assessment    \*\*ESE: End Semester Exam

## 1.1 MACROECONOMICS

### Objectives:

1. To familiarize students with key macro-economic variables and their behavior, and enable them to critically evaluate different economies.
2. To enable students to integrate macroeconomic analysis into business decisions.

SL No	Title of the Module	Details of Modules Covered	No. of Hours
1	<b>Introduction to economics, macroeconomics, and its interface with business and industry.</b>	Resources and goals of an economic systems, free market and mixed economy. National income and product concept, computation of national income and related aggregates, Challenges in computation of national income.	<b>12</b>
2	<b>Consumption and savings</b>	Consumption, Savings, investment, marginal propensity to consume, marginal propensity to save, multiplier, paradox of thrift, income and employment determination.	<b>10</b>
3	<b>Money and Monetary System</b>	Money, monetary system, role of credit, financial intermediaries, level and structure of interest rates - interest and macroeconomic equilibrium, central bank, monetary management and policy. Fiscal policy – Objectives, tools, fiscal variables and the public debt, co-ordination of monetary and fiscal policies.	<b>14</b>
4	<b>Economic Growth</b>	Economic growth, factors determining economic growth, growth models, capital output ratio, problems of growth. Policies towards economic stability, business cycle, inflation and deflation, control measures,	<b>12</b>

		conflicts between growth and stability.	
5	<b>Macroeconomic Environment</b>	Economic Transition in India - A quick Review - Liberalization, Privatization and Globalization - Business and Government - Public-Private Participation (PPP) - Industrial Finance - Foreign Direct Investment(FDIs).	<b>12</b>

### **Books for Reference:**

1. Dornbush R & Fisher S, Macroeconomics, TMH.
2. Blanchard O. J & Stanley Fischer, Lectures on Macro Economics, TMH
3. Gupta G. S, Macroeconomic theory, TMH.
4. Samuelson, Paul, Economics, TMH.
5. Frank R.H, Principles of Macroeconomics, TMH.
6. Colander, Macroeconomics, TMH.
7. Fischer and Blanchard, Lectures on Macroeconomics PHI.
8. Turnovsky, Methods of Macroeconomics Dynamics, PHI.
9. Campbell R. McConnell, Brue, and Flynn, Macroeconomics, McGraw Hill
10. Dwivedi D N, Managerial Economics, Vikas publications
11. J. K. Bhagawathi, Economics of Underdeveloped Countries, All India Traveler Book Seller Publishing Company.
12. A. K. Agarwall, Indian Economics - Problems of Development and planning, D.K Publishers.
13. V. K. R. V. Rao, National Income of India – 1950 to 1980, Sage Publishers.
14. Bimal Jalan, India's Economic Crisis, Oxford, IBM.
15. Rangarajan C, Principles of Macro Economics, TMH.
16. Vaish M. C, Macro Economic Theory, Willey Eastern
17. Bramhananda P R & V R Panchamukhi, Development process of Indian Economy Survey (Various issues), Ministry of Finance Government of India Publications, New Delhi.
18. Sheth M. L, Macroeconomic theory, S.Chand.
19. Bhole. L.M, Financial Institutions and Markets, TMH.

## 1.2 INTERNATIONAL BUSINESS

### Objectives:

1. To familiarize the students with the concepts, functions and practices of international business.
2. To enable them get global perspective on issues related to business.

SL No	Title of the Module	Details of Modules Covered	No. of Hours
1	<b>Introduction to International Business</b>	<p>Nature of International Business (IB). Drivers of IB. IB and domestic business compared. Routes of globalization, players in International Business. Evolution of IB.</p> <p>Theories of IB. Mercantilisms, Theory of Absolute Advantage. Theory of Comparative Advantage. National Competitive Advantage.</p> <p>Environment of IB. Political, legal, technological, cultural, economic factors.</p>	<b>10</b>
2	<b>International Strategic Management</b>	<p>International Strategic Management – nature, process – scanning global environment – formulation of strategies – implementation of strategies – evaluation and control.</p> <p>Organizational designs for IB. Factors affecting designs. Global product design. Global area design. Global functional design. International division structure.</p>	<b>10</b>
3	<b>International Human Resource Management (IHRM) and</b>	<p>International Human Resource Management (IHRM). IHRM and domestic HRM compared. Scope of IHRM. HR planning. Selection of expatriates. Expat training.</p>	<b>12</b>

<p><b>International operations Management</b></p>	<p>Expatriate remuneration. Expatriate failures and ways of avoiding. Repatriation. Employee relations.</p> <p>International operations Management Nature - operations management and competitive advantages. Strategic issues – sourcing v/s vertical integration, facilities location, strategic role of foreign plants, international logistics, managing service operations, managing technology transfers.</p>	
<p>4 <b>International Financial Management</b></p>	<p>International Financial Management-- Nature - compared with domestic financial management. Scope – current assets management, managing foreign exchange risks, international taxation, international financing decision, international financial markets, international financial investment decisions.</p> <p>Financing foreign trade – India’s foreign trade, balance of trade and balance of payments, financing export trade and import trade. International Marketing – nature compared with domestic marketing. Benefits from international marketing. Major activities – market assessment, product decisions, promotion decisions, pricing decisions, distribution decisions.</p>	<p><b>14</b></p>
<p>5 <b>International Trade Agreements</b></p>	<p>Integration between countries. Levels of integration. Impact of Integration. Regional trading blocks – EU, NAFTA, MERCOSUR, APEC, ASEAN, SAARC, Commodity agreements. GATT, WTO –</p>	<p><b>14</b></p>

functions, structure, agreements,  
implications for India. International  
Strategic Alliances – Nature - Benefits.  
Pitfalls, scope, managing alliances.

**Books for Reference:**

1. Darrell Mahoriy, International Business, Longman.
2. John D. Daniels, International Business, Pearson Education.
3. Charles W.L. Hill, International Business, McGraw – Hill.
4. Czinkota, Global Business, Dryden Press.
5. George Stone house, David Campbell, Jim Hamill, Tony Purdie, Global Transnational Business: Strategy and Management, Wiley
6. Don Ball and Wendell McCulloch, International Business, McGraw Hill.
7. P. SubbarRao, International Business, HPH.
8. Subbasree S, International Business, HPH.
9. Francis Cherunilam, International Business Environment, HPH.
- 10.A.V. Vedipurishwar, The Global CEO, Vision Books.
- 11.Aswathappa. K, International Business, Tata McGraw Hill (In Press)
- 12.Debraj Ray, Development Economics, Princeton University Press

### 1.3 Business Research Methods

#### Objectives:

1. To familiarize students with concepts, tools and techniques of the methodology of business research.
2. To enable students to do a research / consultancy project in the fourth semester.

SL No	Title of the Module	Details of Modules Covered	No. of Hours
1	<b>Introduction to Business Research</b>	Research: Meaning, Purpose, Scientific method, types of research; scope of business research. Review of literature: need, purpose, notes taking.	<b>08</b>
2	<b>Selection and formulation of a research problem</b>	Selection and formulation of a research problem, formulation of hypothesis, operational definition of concepts, sampling techniques. Research Design: Meaning, nature, process of preparation, components of research design.	<b>12</b>
3	<b>Data Collection</b>	Data: Sources of data, methods, of collection; observation interviewing, mailing; tools for collection data; interview schedule, interview guide, questionnaire, rating scale, socio-metric, check list; pre-testing of tools, pilot study. Processing of data; checking, editing, coding, transcription, tabulation, preparation of tables, graphical representation.	<b>12</b>
4	<b>Analysis of Data</b>	Analysis of data; Simple statistical	<b>12</b>

techniques and their uses. Testing of Hypothesis, Research Applications – market survey.

<b>5</b>	<b>Report Writing</b>	Report – Writing: Planning report writing work-target audience, type of report, style of writing synoptically outline of chapters; steps in drafting the report.	<b>06</b>
----------	-----------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------

### **Books for References:**

1. Krishnaswamy O.R, Methodology of Research in Social Sciences, HPH.
2. Moses, C.A. Survey Methods in Social Investigation, Routledge.
3. P.K. Mozi, Research Methodology, HPH
4. Dr. Usha Devi, Business Research Method, HPH
5. J.K Sachdeva, Business Research Methodology,
6. Goode & Hatt, Methods in Social Research, McGraw Hill.
7. William Emory, Business Research Methods, Irwin Professional Publishing.
8. VemonColver & H.L. Balsleg, Business Research Methods, Ventus Publishing.
9. Kothari. C.R, Methodology of Research, Vikas Publishing House.
- 10.K.R. Sharma, Research Methodology, National Publishers.
- 11.Wilkinson & Bhandarkar, Methodology and Techniques of Social Research, HPH.
- 12.Cooper D.R and P.S. Schindler, Business Research Methods, TMH.
- 13.Research Methods for Business, Uma Sekaran, Wiley publication.
- 14.Zikmund, Babin, Carr, Adhikari & Griffin, Business Research Methods, Cengage India.
- 15.Naval Bajpai, Business Research Methods, Pearson
- 16.Malhotra & Dash, Marketing Research, Pearson Education
- 17.S.Shajahan, Research Methods for Management, Jaico Books



## 1.4 Financial Planning

### Objective:

1. To familiarize the students with the concepts, of different financial investments and planning the finance.

SL No	Title of the Module	Details of Modules Covered	No. of Hours
1	<b>Introduction to Financial Planning</b>	Globally accepted six steps financial planning process, general principles of cash flow planning, budgeting, legal aspects of financial planning	<b>15</b>
2	<b>Investment Environment</b>	Types of investment options available to an individual investor-bonds, equity shares, mutual funds, fixed deposits, PPF, financial derivatives, commodity derivatives, gold and bullion, ETFs, REITFs, realstate	<b>16</b>
3	<b>Return-risk assessment</b>	Risk aversion and risk profiling. Concept, types and calculation of returns. Assessment of risks in various financial instruments. Power of compounding and time value of money. Rupee cost averaging	<b>14</b>
4	<b>Personal financial planning</b>	Personal financial planning process, setting personal financial goals, life cycle approach to financial planning, components of financial plan, developing financial plan	<b>15</b>

### Recommended Books:

1. George Rejda, Principles of Risk Management and Insurance, Pearson.
2. Singhania V.K, Students' Guide to Income Tax, Taxmann.
3. Prasaci, Bhagwati, Income Tax Law & Practice, Wiley Publication.

4. GirishAhuja and Ravi Gupta, Systematic approach to income tax, Sahitya Bhawan Publications.
5. Ranganathan and Madhumathi, Investment Analysis and Portfolio Management, Pearson.

## 1.5 ORGANISATIONAL BEHAVIOR

### Objectives:

1. To familiarize the students with the concept relating to interpersonal and intrapersonal behavior in organization.
2. To encourage the students to internalize the concepts of OB so that they can become changed people.

SL No	Title of the Module	Details of Modules Covered	No. of Hours
1	<b>Introduction to Organizational Behaviour</b>	Nature of OB, foundations of OB, importance and shortcomings, approaches to the study of OB, interdisciplinary approach to OB. Foundations of individual Behavior, personal factors, environmental factors, organization systems and resources, and models of individual behavior.	<b>8</b>
2	<b>Personality, Perception and Learning</b>	<p>Personality: Nature of personality, determinants of personality, personality traits, The Big Five and Myers – Briggs Indicator.</p> <p>Perception: Nature of perception, perceptual process, perceptual errors, managing perception, attribution.</p> <p>Learning: Nature of learning, classical conditioning, operant conditioning, social learning, theories of learning and principles of learning.</p> <p>Attitudes: Nature of attitude, formation of attitudes, change of attitudes, difficulties in changing and ways of changing, job related attitudes – job satisfaction and organizational commitment. Values – personal and organizational.</p> <p>Motivation: Nature, importance and challenges,</p>	<b>20</b>

		Theories – content theories; Maslow and Herzberg. Process theories – expectancy, equity and goal setting.	
3	<b>Group Dynamics</b>	<p>Group dynamics: Nature of groups types of groups, development of groups, why do people join groups, determinants of group behavior, group cohesiveness.</p> <p>Team dynamics: Nature of teams, groups versus teams, implementing teams, typical teams in organizations.</p>	<b>10</b>
4	<b>Leadership</b>	<p>Nature of leadership, theories of leadership and leadership styles.</p> <p>Power and politics: Nature of power, power dynamics, essence of politics ethics of power and political behavior.</p> <p>Conflict: Nature of conflict, sources and strategies of resolving conflict.</p> <p>Interpersonal Communication: Essentials, process, interpersonal networks, information technologies</p>	<b>10</b>
5	<b>Organizational Culture</b>	<p>Organizational culture: Nature of culture, how is culture created and sustained, benefits of organizational culture.</p> <p>Organizational change and development: Nature of change, causes for change, why do people resist change, change models and ways of introducing change. Nature of OD, OD Interventions effectiveness of OD programmes</p>	<b>12</b>

### **Books for Reference:**

1. Steven. L. Mcshane and Mary Ann Von Glinow, Organisational Behavior TMH.
2. Don Hellreigel, Organizational Behavior, Thomson.
3. Fred Luthans, Organizational Behavior McGraw Hill
4. Stephen P. Robbins, Timothy A.Judge, Seema Sanghi, Organizational Behavior, Pearson.
5. L M Prasad, Organisational Behaviour, sultan Chand & Sons.
6. John W. Newstrom, Organizational Behavior: Human Behavior at Work, McGraw-Hill-Irwin
7. Management & Organisational Behaviour – Laurie J Mullins, Trans-Atlantic Publications.
8. K. Aswathappa, Organizational Behavior HPH.

## 1.6 CORPORATE TAXES

### Objective:

To give an integrated view of direct tax and apply the laws to business decisions.

SL No	Title of the Module	Details of Modules Covered	No. of Hours
1	<b>Basics of Direct Taxes</b>	Basic frame work of direct taxation, principles of direct taxation appraisal of annual Finance Act, advance tax rulings.	<b>8</b>
2	<b>Introduction to Company Taxation</b>	Salient features of company taxation, scheme of taxing business income of companies, business deductions/allowances, disallowances and depreciation.	<b>12</b>
3	<b>Computation of Company Taxation</b>	Computation of taxable income of companies under Income Tax Act and under MAT. Set off and carry forward of losses, deductions under section 80G/801A-801B-801C	<b>24</b>
4	<b>Procedure of Assessment</b>	Procedure for assessment, deduction of tax at source, advance payment of tax, refunds, appeals and revision	<b>16</b>

### Books for References:

1. Vinod K. Singhania, Direct Tax Law and Practice, Taxman
2. Agrarwal P.K, Tax Planning for Companies, Hind Law Publishers.
3. Mehrotra and Goyal, Income Tax Law and Practices, Sahitya Bhavan.
4. Sukumar Bhattachary, Tax Planning in India.
5. Sharat Bargava, Direct Taxes, Taxmann.
6. B.B. Lal& N. Vashist – Direct Taxes, - Pearson – New Delhi.
7. GirishAhuja and Ravigupta, Direct Taxes Law and practices, Wolters Kluwer.
8. Manohar, Direct Taxes, Snow white.

## 1.7 BANK MANAGEMENT

### Objective:

The aim of the subject is to facilitate in depth study of the business of banking management and technology used.

Sl No	Title of the Module	Details of Modules Covered	No. of Hours
1	Functions Of Banks	<b>Functions Of Banks - Deposit Mobilization-</b> Banker, Customer Relationship-know Your Customer (KYC) and Anti-Money Laundering (AML) guidelines- Different Deposit Products - Opening of Accounts for various Types of Customers. Credit Deployment- principles of lending-Variou credit products-Working Capital and Term Loan, Services Rendered by Banks-Function under Negotiable Instrument Act- Payment and Collection of Cheques, Ancillary services-, Remittances, Safe Deposit Lockers, forfeiting etc.	10
2	Operation Management	<b>Balance Sheet Management</b> – Understanding Bank’s balance sheet- components of assets and liabilities- Asset Liability Management- Asset Classification- Provisioning, NPA Management- Effect of NPA on profitability, Prudential norms- Capital Adequacy- Basel II and Basel III guidelines. <b>Risk Management</b> - Risk-Definition- Risks in Banks- Risk Management in Banks- Risk identification, measurement, mitigation- Credit Risk- Market Risk- Operational Risk.	10
3	Treasury Management and Disaster	<b>Treasury Management</b> - Concepts and function- Control and Supervision of Treasury	9

	Management	Management- Interest Rate Risk- Debt instruments- Treasury bills, Money Market Instruments-Securitization –Refinance and Rediscounting facilities- Derivatives.  <b>Disaster Management</b> - Disaster Recovery, Business Impact Assessment, RTO, RPO, Testing, Maintenance, IT Act 2000. Legal Issues, Cybercrimes and law	
4	Banking Technology	Electronic Banking-Core Banking-Distribution Channels-Electronic payment Systems-ATM-Internet Banking- Mobile Banking- Electronic Funds Transfer Systems-NEFT-RTGS, ECS-Point of Sales- Plain Messages (Data communication)-Structured Messages (SWIFT)-Information Technology – Banknet, RBINet, Datanet, Nicenet, I-net, Internet, E-mail,- Role and Uses of Technology up gradation- Global Developments in banking Technology-Impact of Technology on Banks- effect on Service Quality and on Customers- Information System Audit-Information System Security.	10
5	Issues in Banking Technologies	Contemporary Issues in Banking Techniques – Analysis of Rangarajan Committee Reports – E Banking – Budgeting – Banking Softwares – Case study: Analysis of Recent Core Banking Software.	6

## BOOKS FOR REFERENCE

1. Jerome Karnter, Management Information System, III edition, PHI, 1990.
2. Indian Institute of Banking and Finance (IIBF), Principles and Practice of Banking, Macmillan, 2014
3. Neelam C. Gulati, Principles of Banking Management, Excel Books
4. W.S.Jawadekar, Management Information System s, Tata McGraw Hill



5. Publishing Company Limited
6. Khan M. Y., Indian Financial System, McGraw Hill Education (India)