



The South Indian Association's
The S.I.A. College of Higher Education (Autonomous)
 Affiliated to University of Mumbai
 Accredited B+ by NAAC
 P-88, MIDC Residential Area Dombivli Gymkhana Road,
 Near Balaji Mandir, Dombivli (East), 421203.

B. Com (Management Studies)

Course outcomes

Course Name	Vertical	F.Y.BCom (Management Studies) (Semester-I)
		After completing the course, the learners will be:
Principles of Management	Major- 1	CO1) Learners will remember & understand the basic concepts of management. CO2) Learners can apply & strategically analyse the domains of managerial practices. CO3) Learners will evaluate & create a roadmap to derive concrete managerial solutions.
Bharatiya Theory of Management Styles	Major- 2	CO1) Learners will remember & understand the basic concepts of management. CO2) Learners can apply & strategically analyse the domains of managerial practices. CO3) Learners will evaluate & create a roadmap to derive concrete managerial solutions.
Business Startup Skills	VSC	CO1) Learners will understand the Entrepreneurship ecosystem and the opportunities available for Start-ups. CO2) Learners will learn about the key competencies needed to become a successful entrepreneur CO3) Learners will get to know about the role of central/state government in promoting entrepreneurship CO4) Learners will learn about the growing significance of women entrepreneurship CO5) Learners will be encouraged to come up with innovative ideas for start-up enterprise CO6) Learners will know about the various finance schemes available for women entrepreneurs
Information Technology in Business Management	VSC	CO1) Learners will be acquainted with different applications of information technology in business. CO2) Learners will develop professional email drafting skills. CO3) Learners will develop an understanding of recent technologies and business models. CO4) Learners will gain exposure to digital collaboration tools and best practices for remote work.
	Open	1. Understanding of fundamental statistical concepts and

Introduction to Business Statistics-I	Elective	<p>techniques applicable to business analysis.</p> <ol style="list-style-type: none"> 2. Ability to collect, organize, and analyse data using appropriate statistical methods. 3. Understand the different types of graphs and charts and its application in different fields. 4. Understand the various types of data, their organization and evaluation of summary measures such as measures of central tendency and dispersion etc. 5. Capacity to interpret statistical results and make informed business decisions based on data. 6. Skills in communicating statistical findings effectively to stakeholders. 7. Competence in applying statistical methods to solve real-world business problems.
Introduction to Environment	Open Elective	<ol style="list-style-type: none"> 1. Understand and explain the basic concepts of environment and ecosystem. 2. Understand the types and utility of natural resources. 3. Understand the biodiversity in the environment and help to conservation of biodiversity.
Business Communication Skills - I	AEC	<ol style="list-style-type: none"> 1. Understand the basics and significance of business communication theory. 2. Adapt to and understand the different forms of communication and listening skills in the workplace. 3. Understand to adapt the new technologies for effective communication. 4. Improve their skills in business correspondence.
Foundation of Behavioural Skills (Basic Level)	VEC	<p>CO1: Learners will be able to Define and Identify different life skills required in personal and professional life</p> <p>CO2: Learners will develop an awareness of the self and apply well-defined techniques to cope with emotions and stress.</p> <p>CO3: Learners will be able to explain the basic mechanics of effective communication and demonstrate these through presentations and take part in group discussions</p> <p>CO4: Learners will be able to use appropriate thinking and problem-solving techniques to solve new problems</p>
Indian Knowledge System	IKS	<ol style="list-style-type: none"> 1. Learner will understand and appreciate the rich Indian Knowledge Tradition. 2. Learner will understand the contribution of Indians in various fields. 3. Learner will experience increase subject-awareness and self-esteem. 4. Learner will develop a comprehensive understanding of how all knowledge is ultimately intertwined.
NSS – Regular		<p>CO1 Students will comprehend fundamental ideas and facts about the National Service Program.</p> <p>CO2 Students will learn the essentials of NSS-related procedures.</p>

		CO3 Students will learn social work skills (such as Voter Awareness, Campus Cleanup, Tree Plantation, and Rallies)
DLLE – Extension Work	CC	CO1 Students will learn a wide range of activities & promote critical thinking, creativity, and innovation. CO2 Facilitate the sensitization of the student to the socio-cultural realities, enhancing the employability and IT skills of the student and to make students acquire writing skills.
Cultural		CO 1 Students will showcase their ability to work both independently and as part of a team. CO 2 Students will critically evaluate artistic works, considering historical, cultural, and social contexts. CO 3 Provide constructive feedback, demonstrating an understanding of the elements that contribute to effective performances
Physical Education and Sports		It is expected that the students will be able to understand fundamental of sports. <ul style="list-style-type: none"> • It is expected that the students will be able to understand the rules and regulations of Sports. • The curriculum would enable them to officiate, supervise various sports events and organize sports events. 7 • Students acquire the basic knowledge and in-depth understanding of Sports and understand the purpose and its development. • Student shall learn practical aspects of game of his/her choice to apply at various levels for participation, active recreation, teaching, learning and coaching purposes efficiently. • Student shall acquire the knowledge of opted games, sports and learn experience the technical and tactical experience aspects of it. • Student will learn to apply knowledge of physical fitness and exercise management to lead better active, healthy and thus, enhance their quality of life
Course Name	Vertical	F.Y.BCom (Management Studies) (Semester-II)
Principles of Management - II	Major	CO1 Students will remember & understand the domains of delegation and control. CO2 Students will apply & analyse the strategies adopted by successful business leaders. CO3 Students will evaluate & apply evolving management opportunities & challenges.
Introduction to Financial Accounting	Major	CO 1 Learner will get basic understanding of accounting concepts. CO 2 Learner will get basic understanding of accounting process and accounting standards. CO 3 Learners will learn to prepare final accounts of sole proprietor.

Introduction to Human Resource Management	Minor (HR)	CO1 Explain the fundamental concepts, evolution, objectives, and approaches of Human Resource Management, along with the roles and challenges of HR managers. CO2 Apply the principles of Human Resource Planning, job analysis, and job design in organizational contexts. CO3 Demonstrate an understanding of the various principles and theories of employee welfare measures and employee morale factors.
Finance for Managers	Minor (Finance)	CO1 Learners will be aware about vertical financial statements as well as comparison based on Ratio Analysis CO2 Learners will be aware about different capital budgeting techniques with practical aspects as well as capital rationing concepts
Introduction to Marketing	Minor (Marketing)	CO1 Learner can understand & recall the traditional & contemporary marketing concepts. CO2 They will demonstrate & understand the factors affecting the buying behaviour of consumers CO3 They can assess & evaluate the marketing management strategies through real real-life case. CO4 Students will analyse and relate the emerging trends in marketing management and its impact on product branding CO5 They can evaluate the various technologies and their impact on marketing decisions.
Leadership in the Modern Workplace	VSC (HR)	CO1 Explain foundational leadership concepts, distinguish leadership from management, and evaluate classical and modern leadership theories in contemporary organizational contexts. CO2 Demonstrate emotional intelligence, inclusive leadership strategies, and effective communication skills to lead diverse, virtual teams and manage conflict in dynamic environments. CO3 Apply ethical principles and responsible leadership approaches to address contemporary challenges, including change management, innovation, and wellbeing.
Introduction to Cost Accounting	VSC (Finance)	CO 1 The learner will be able to summarize, differentiate and explain the fundamental concepts and role of Cost Accounting in decision making. CO 2 The learner will be able to manage stock procedures, apply inventory control techniques like EOQ and ABC analysis, and use appropriate inventory valuation methods for effective material cost management. CO 3 The learner will be able to calculate wages under different plans as well as learn control techniques in relation with labour cost. CO 4 The learner will be able to allot and apportion overheads to a product or department under different methods of
Consumer	VSC	CO1 Explain the role of consumer behaviour in marketing strategy formulation. CO2 Identify and analyse factors influencing consumer decision-

Behaviour	(Marketing)	making. CO3 Illustrate the consumer decision process using real-world examples. CO4 Apply consumer behaviour concepts to develop marketing insights.
Introduction to Business Statistics II	Open Elective	CO1 To explain the fundamental concepts of probability, events, and laws of probability, including conditional probability and Bayes' theorem. CO2 To apply the concepts of discrete random variables, probability mass functions (PMF), and cumulative distribution functions (CDF) to solve probability problems. CO3 To compute and interpret measures of expectation, variance, and higher moments of discrete random variables. CO4 To analyze time series data by identifying components such as trend, seasonal, cyclical, and irregular variations. CO5 To construct and interpret different types of index numbers (price, quantity, value) and apply them to real-life economic and business situations.
Environmental Issues and Management	Open Elective	CO1 Understand the concept of pollution and climate change and control measures. CO2 Understand the various kinds of Environmental Movements and their significance. CO3 Understand the Concept and Methods for Sustainable Development. CO4 Understand the concept of Sustainable Development and its significance.
Hindi	AEC	CO 1 वद्याथर्योकोराजभाषाहंदीकाज्ञानप्राप्तहोगाएवंदक्षताप्राप्तहोगी। CO2 वद्याथर्योकोहंदीकेव्याकरणकप्रयोगकीजानकारीप्राप्तहोगी। CO3 वद्याथर्योकोहंदीसंज्ञाआदकाज्ञानप्राप्तहोनेकेसाथभाषाकेशुद्धव्यवहारकरूपकाज्ञानहोगा। CO4 वद्याथर्योकोकारकों, वाक्यरचनाएवमभाषकचन्हआदकाज्ञानप्राप्तहोगा।
Marathi	AEC	१. णिद्यार्थयांंनामहाजालांरिललेखनकौशल्याचेस्िरूपसमजेल. २. णिद्यार्थयांंनामहाजालांरिप्रभांिलेखनकरण्यासाठीआश्यकतंत्रांचापररचयहोईल. ३. णिद्यार्थयांंनानेहमीच्यापठडीतीललेखनमहाजालांरिललेखनयांमधीलसाम्य-भेदस्होईल. ४. णिद्यार्थयांंमध्येणिणधिसामाणजकमाध्यमस्थळांरिलेखनकरण्यासाठीआश्यककौशल्येक्षमताणिकणसतहोतील.
		CO1 Learners will be able to study development and reform of intellectual property right institutions and their impact on creativity and innovation. CO2 Learners will be able to critically analyze the principles of

Laws related to Intellectual Property Rights	VEC	<p>Tortious liability, develop familiarization of process of Intellectual Property Management (IPM) and various 2 approaches for IPM and conducting IP and IPM auditing and explain how IP can be managed as a strategic resource and suggest IPM strategy</p> <p>CO3 Learners will be well equipped with the expensive characteristics of judicial trend related to IPR and the remedies provided under the mechanism set up by the Government Convention of IPR</p>
Enterprise Productivity tools and Applications	SEC	<p>CO1 Create, format, and manage professional documents with tables, graphics, and references in MS Word.</p> <p>CO2 Create well-structured, visually appealing presentations using multimedia, transitions, and slide master in MS PowerPoint.</p> <p>CO3 Deliver professional presentations by applying design principles and effective communication techniques.</p> <p>CO4 Apply formulas and functions in MS Excel to perform calculations and data analysis.</p> <p>CO5 Use sorting, filtering, conditional formatting, and pivot tables to organize and summarize data effectively.</p> <p>CO6 Design charts, graphs, and dashboards in Excel for data visualization.</p>
Culturals		<p>CO1 Students will participate in solo and group performances, showcasing their ability to work both independently and as part of a team.</p> <p>CO2 Students will critically evaluate Performing Art, considering historical, cultural, and social contexts.</p> <p>CO3 Provide constructive feedback, demonstrating an understanding of the elements that contribute to effective performances.</p>
DLLE II		<p>CO1 To implement outreach programs to disseminate knowledge, provide services, and support community development.</p> <p>CO2 To facilitate the sensitization of the student to the sociocultural realities, the Department offers extension work projects encompassing social issues for the student and presentation of the same in form of a report.</p>
NATIONAL SERVICE SCHEME	CC	<p>CO1 Students will actively participate in nation-building through awareness drives, health camps, environmental initiatives, and cultural programmes.</p> <p>CO2 Help students to integrate cultural, social, and moral values in students' personalities by engaging them in real-life community-based learning experiences.</p> <p>CO3 To cultivate leadership qualities, teamwork, and organizational skills among students through NSS activities.</p>
		It is expected that the students will be able to understand fundamental of sports.

Physical Education and Sports		<ul style="list-style-type: none"> ● It is expected that the students will be able to understand the rules and regulations of Sports. ● The curriculum would enable them to officiate, supervise various sports events and organize sports events. ● Students acquire the basic knowledge and in-depth understanding of Sports and understand the purpose and its development. ● Student shall learn practical aspects of game of his/her choice to apply at various levels for participation, active recreation, teaching, learning and coaching purposes efficiently. ● Student shall acquire the knowledge of opted games, sports and learn experience the technical and tactical experience aspects of it. ● Student will learn to apply knowledge of physical fitness and exercise management to lead better active, healthy and thus, enhance their quality of life.
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Course Name	Vertical	S.Y.BCom (Management Studies) (Sem -III) Nep 2020
		After completing the course, the learners will be:
Introduction to Marketing Management	Major (Marketing)	<ol style="list-style-type: none"> 1. Learner can be able to understand & recall the traditional & contemporary marketing concepts. 2. They will demonstrate & understand the factors affecting buying behavior of consumers. 3. They can assess & evaluate the marketing management strategies through real life case. 4. Students will analyze the emerging trends in marketing management & evaluate the impact of technology on marketing decisions
Marketing Research	Major (Marketing)	<ol style="list-style-type: none"> 1. Define and critically analyze the marketing research process, including its ethical implications. 2. Evaluate and compare different consumer research, advertising research, and motivational research methodologies. 3. Demonstrate proficiency in selecting and applying appropriate scales of measurement and sampling techniques, including determining optimal sample sizes. 4. Synthesize and interpret data collected through various marketing research methods, utilize appropriate data analysis tools.
Introduction to Financial		<ol style="list-style-type: none"> 1. Students will be able to explain the structure and functioning of financial services and their role in economic development.

Services	Major (Finance)	<p>2. Students will gain knowledge about different financial institutions, their functions, and regulatory authorities governing financial markets.</p> <p>3. Students will develop the ability to analyze various financial products such as banking services, insurance, mutual funds, and investment instruments.</p> <p>4. Students will understand the regulatory framework for financial services and apply risk management principles to safeguard financial transactions and consumer interests.</p>
Financial Management	Major (Finance)	<p>1. Learners will be able to understand the fundamental principles of financial management and grasp the relationship between risk and return.</p> <p>2. Learners will evaluate investment proposals using capital budgeting techniques with investment decisions and calculate the cost of capital.</p> <p>3. They can Understand the different sources of finance available to businesses. And analyse the impact of capital structure on firm value.</p> <p>4. Learners will be able to Manage working capital effectively to optimize liquidity and profitability and cash management strategies.</p>
Introduction to Human Resource Management	Major (HR)	<p>1. Acquire a perspective on the emergence and evolution of human resource management function over a period and explore the role of HR in any organization.</p> <p>2. Analyze the effects of leadership styles and employee morale on organizational performance.</p> <p>3. Understand the issues and challenges of human resource management i.e. employee turnover, employee morale, work life balance.</p> <p>4. Assess HRM strategies and develop solutions for managing challenges such as employee diversity and turnover</p>
Training & Development	Major (HR)	<p>1. The learner will understand the importance and process of conducting a training needs analysis within organizations.</p> <p>2. The learner will gain an understanding of the steps involved in designing a training program and evaluating its effectiveness.</p> <p>3. The learner will demonstrate how to assess and identify training needs using person, task, and organizational analyses.</p> <p>4. The learner will comprehend the tools and techniques used in management development to enhance organizational growth.</p>
		<p>1. Analyse and interpret cash flow statements to assess a</p>

Fundamentals of Business and Financial Analysis-II	Minor	<p>company's liquidity, operational efficiency, and financial stability.</p> <ol style="list-style-type: none"> 2. Use profitability and ratio analysis techniques to evaluate a company's financial performance and compare it with industry benchmarks. 3. Prepare structured financial reports that effectively communicate key insights to stakeholders. 4. Assess company valuation and growth potential using P/B and P/E ratios, aiding in investment and strategic decision-making. 5. Apply financial analysis techniques in real-world business situations, including corporate finance, investment analysis, and risk assessment.
Consumer Behaviour	VSC (Marketing)	<ol style="list-style-type: none"> 1. Students will identify and analyze marketing communication and psychological, social and cultural factors that influence consumer decisions. 2. Students will be able to understand effect of online purchasing and consumer segmentation strategies
Financial statement Analysis	VSC (Finance)	<ol style="list-style-type: none"> 1. Understand the meaning, nature, objectives of preparation of Financial Statements 2. Understand the components and users of Financial Statements 3. Learn the conventional and vertical formats of preparation of financial statement 4. Use tools of financial statements analysis and interpret the same.
Recruitment & selection	VSC (HR)	<ol style="list-style-type: none"> 1. Students will recall and define key concepts and processes in recruitment and selection. 2. Learners will use recruitment strategies and selection techniques in practical scenarios to assess their effectiveness. 3. Students will critically assess and improve recruitment and selection processes, integrating emerging trends and ethical practices.
Mathematics for Industry and Management- I	OE	<p>CO1: understand and remember the concept/idea of Operations Research.</p> <p>CO2: apply graphical method to solve linear programming problem.</p> <p>CO3: analyse the difference between graphical and simplex method.</p> <p>CO4: assess when graphical methods are inadequate and apply simplex method in such cases. OC5: design mathematical models for problems related to industry.</p>

Hindi	AEC	<p>1. विद्यार्थियोंको राजभाषा हिंदी का ज्ञान प्राप्त होगा, एवं दक्षता प्राप्त होगी।</p> <p>2. विद्यार्थियोंको राजभाषा हिंदी के व्याकरणिक प्रयोग की जानकारी प्राप्त होगी।</p> <p>3. विद्यार्थियोंको हिंदी-संज्ञा आदिका ज्ञान प्राप्त होने के साथ भाषा के शुद्ध, व्यावहारिक रूप का ज्ञान होगा।</p> <p>वंभाषिक चिह्नों आदिका ज्ञान प्राप्त होगा।</p>
Marathi	AEC	<p>१. विद्यार्थ्यांना महाजालावरील लेखन कौशल्याचे स्वरूप समजेल.</p> <p>२. विद्यार्थ्यांना महाजालावर प्रभावी लेखन करण्यासाठी आवश्यक तंत्रांचा परिचय होईल.</p> <p>३. विद्यार्थ्यांना नेहमीच्या पठडीतील लेखन व महाजालावरील लेखन यांमधील साम्य-भेद स्पष्ट होईल.</p> <p>४. विद्यार्थ्यांमध्ये विविध सामाजिक माध्यमस्थळांवर लेखन करण्यासाठी आवश्यक कौशल्ये व क्षमता विकसित होतील.</p>
NSS- Study of Indian Social Reformers	CC	<p>Students will understand the concept, nature, and historical development of social work in India, including the role of social reformers before and after independence.</p> <p>They will analyze the contributions of major Indian social reformers such as Mahatma Gandhi, Swami Vivekananda, and Jyotiba Phule in shaping society.</p> <p>Students will develop essential soft skills including communication, public speaking, body language, and basic writing for effective NSS participation.</p> <p>They will apply life skills like problem-solving, empathy, self-awareness, and interpersonal skills in real-life community and social contexts.</p>
Introduction to Sports Training & Tests and Measurement		<p>Understand and apply the principles of sports training.</p> <ul style="list-style-type: none"> • Identify and differentiate between various training methods. • Develop effective exercise plans and training schedules. • Evaluate the impact of training on performance enhancement.

<p>Indian Theatre: Classical Roots and Contemporary Expressions</p>		<p>Describe the historical and cultural development of Indian theatre across different time periods.</p> <ul style="list-style-type: none"> • Interpret and apply the aesthetic principles from Natyashastra (such as Rasa and Abhinaya) in the analysis of theatrical performances. • Critically evaluate classical Indian plays for their structure, themes, character development, and historical significance. • Compare and contrast different forms of modern Indian theatre and assess their audience impact and staging methods. • Demonstrate understanding of street theatre and one-act plays by creating outlines or performing excerpts reflecting real-world issues. • Reflect on the role of performing arts in cultural preservation, education, and community engagement.
<p>Extension Work</p>		<p>To ensure equal access to quality education and educational opportunities to aspirants.</p> <ul style="list-style-type: none"> • To support the government initiatives in achieving universal foundational literacy and numeracy as per sustainable development program. • To organize remedial programs to address the learning breaches among the youth and provide unending education opportunities. • To offer more holistic, multidisciplinary, and flexible curricular activities with an emphasis on conceptual understanding and personality development. • To offer a wide range of activities & promote critical thinking, creativity, and innovation. • To provide aspirants with multiple pathways for skill development and employment. • To implement outreach programs to disseminate knowledge, provide services, and support community development.
<p>Field Project (FP)</p>	<p>OJT/FP/CEP/RP</p>	<ol style="list-style-type: none"> 1. Apply concepts learned in classrooms to real-world socioeconomic conditions enhancing their understanding and skills. 2. Show insights into the challenges, opportunities and culture of socioeconomic diversity, preparing them for future role as responsible citizens. 3. Demonstrate evidence of research aptitude and skills of critical thinking, analytical skills, and ethical research conduct in field work. 4. Display problem-solving abilities in making informed decisions in complex scenarios through practical situations. 5. Work in teams and collaborate to achieve common

		goals in the work field environments through collaborative efforts. 6. Show integrity in their dealings with their work and the people that they interact with by upholding professional; principles and ethical standards.
Course Name	Vertical	S.Y.BCom (Management Studies) (Sem -IV) Nep 2020
Retail Marketing	Major (Marketing)	<ol style="list-style-type: none"> 1. Students will be able to demonstrate a comprehensive understanding of core retail marketing concepts and analyze the behaviour of retail consumers. 2. Students will be able to critically evaluate and formulate strategic decisions regarding retail location selection and merchandise management. 3. Students will be able to apply the 4Ps of marketing to develop effective rural retailing strategies and construct robust retail brand. 4. Students will be able to analyze and compare various e-retailing business models and assess the strategic role of visual merchandising.
Customer Relationship Management	Major (Marketing)	<ol style="list-style-type: none"> 1. Learners will be able to analyze the CRM link with the other aspects of marketing 2. Learners will be able to understand the concept of CRM strategy and its implementation 3. Learners will be able to understand different CRM models in service industry 4. Learners will be able to analyze emerging trends and different issues in CRM
Auditing	Major (Finance)	<ol style="list-style-type: none"> 1. Describe the purpose and scope of an audit, explain the fundamental principles of auditing, and identify the key stages of the audit process, including risk assessment and evidence gathering. 2. Develop and document a comprehensive audit plan that incorporates risk assessment, materiality considerations, and appropriate audit procedures, adhering to professional auditing standards. 3. Apply fundamental auditing techniques to assess internal controls, identify potential risks, and evaluate the effectiveness of organizational processes. 4. Apply appropriate vouching and verification techniques to examine financial documents and assets, and evaluate their authenticity, accuracy, and proper valuation.
Financial Institutions and		<ol style="list-style-type: none"> 1. Identify and classify different types of financial institutions and markets. 2. Analyze the determinants of interest rates and pricing

Market	Major (Finance)	<p>in various financial markets.</p> <p>3. Evaluate the impact of regulatory policies and global trends on financial institutions and Markets.</p> <p>4. Learners can be able to understand new trends like blockchain, cryptocurrencies and globalization in financial markets.</p>
Change & Conflict Management	Major (HR)	<p>1. To gain a comprehensive understanding of the concepts of change and conflict.</p> <p>2. To evaluate the role of human resources in effectively managing change and conflict.</p> <p>3. To examine organizational culture and identify factors contributing to resistance to change.</p> <p>4. To formulate HR policies for managing change and conflict and develop and execute strategic plans for change and conflict management.</p>
Legal Practices in HRM	Major (HR)	<p>1. Students will be able to articulate the sources of labour law in India, differentiate between various types of employment relationships</p> <p>2. Students will be able to identify and describe the key provisions and compliance requirements of major Indian labour legislations</p> <p>3. Students will be able to analyze the legal framework governing industrial relations in India</p> <p>4. Students will be able to analyze and discuss contemporary legal issues impacting HRM in India</p>
Ad Making	SEC (Marketing)	<p>1. Students will be able to analyse the historical development evaluate different types of advertising.</p> <p>2. Students will be able to discuss the impacts of personalized social media advertising.</p> <p>3. Students will be able to describe the roles and functions of regulatory bodies like DAVP and ASCI and DD</p> <p>4. Students will be able to differentiate between and apply the AIDA and DAGMAR and analyze the role of advertising in brand building, particularly concerning Gen Z.</p>
Financial Inclusion Skills in Youth	SEC (Finance)	<p>1. Learners will develop the ability to budget, save, and set financial goals, fostering responsible financial behavior.</p> <p>2. Learners will gain an understanding of financial inclusion mechanisms, including microfinance and government initiatives, allowing them to make informed financial decisions.</p>
Organisational Development		<p>1. Sensitizing the learners about how organizations can be made more effective and dynamic through improving its human resource.</p>

	SEC (HR)	<p>2. Developing basic behavioral science skills of the students as future practitioners of OD.</p> <p>3. Learner will be Understand and apply basic concepts and processes that form the core of organization development.</p>
Mathematics for Industry and Management- II	OE	<p>CO1: understand a transportation problem and the constraints in a transportation problem</p> <p>CO2: apply various methods and obtain a solution to a transportation table</p> <p>CO3: analyze the difference between transportation problem and a general linear programming problem. O4: evaluate the steps in decision theory approach and use an appropriate method. OC5: create an assignment problem and solve it.</p>
Business Communication Skills II	AEC	<p>1. Understand and engage with group communication processes.</p> <p>2. Perform more effectively during interviews and group discussions.</p> <p>3. Participate more efficiently in meetings.</p> <p>4. Write more impactful trade-related communication.</p>
NSS- Youth and Disaster Management		<p>Students will understand the meaning, types, and management processes of natural and man-made disasters, including preparedness, mitigation, response, and rehabilitation.</p> <p>They will develop the ability to apply disaster risk reduction strategies in real-life community situations.</p> <p>Students will plan and execute a field-based project individually or in groups under supervision, focusing on community needs.</p> <p>They will demonstrate skills in report writing, presentation, and viva-voce while engaging with adopted villages, slums, or neighbourhoods.</p>
Introduction to Sports, Physical Literacy, Health & Fitness and Yog	CC	<p>To impart practical skills in sports training and evaluation techniques.</p> <ul style="list-style-type: none"> • To encourage participation in various sports and fitness activities. • To develop a scientific approach to training and performance assessment. • To enhance organizational and leadership skills through event planning and volunteering. • To foster a deeper understanding of training intensity, recovery, and testing protocols
Integrated Theatre Production:		<p>Define and describe key theoretical concepts related to lighting and costume design in theatre.</p> <ul style="list-style-type: none"> • Interpret the narrative and symbolic meanings conveyed through visual design elements in

<p>Stage Craft, Costume, Music and Technology</p>		<p>performance.</p> <ul style="list-style-type: none"> • Analyze lighting and costume designs using appropriate theoretical and historical frameworks. • Discuss the interrelationship between text, character, and design from a theoretical standpoint. • Compare and contrast design practices across different theatrical genres and periods. • Evaluate how technological advancements have influenced theoretical approaches to stage design.
<p>Extension Work</p>		<p>To ensure equal access to quality education and educational opportunities to aspirants.</p> <ul style="list-style-type: none"> • To support the government initiatives in achieving universal foundational literacy and numeracy as per sustainable development program. • To organize remedial programs to address the learning breaches among the youth and provide unending education opportunities. • To offer more holistic, multidisciplinary, and flexible curricular activities with an emphasis on conceptual understanding and personality development. • To offer a wide range of activities & promote critical thinking, creativity, and innovation. • To provide aspirants with multiple pathways for skill development and employment. • To implement outreach programs to disseminate knowledge, provide services, and support community development.
<p>Community Engagement Program</p>	<p>OJT/FP/CEP/RP</p>	<ol style="list-style-type: none"> 1. Apply concepts learned in classrooms to real-world socioeconomic conditions enhancing their understanding and skills. 2. Show insights into the challenges, opportunities and culture of socioeconomic diversity, preparing them for future role as responsible citizens. 3. Demonstrate evidence of research aptitude and skills of critical thinking, analytical skills, and ethical research conduct in field work. 4. Display problem-solving abilities in making informed decisions in complex scenarios through practical situations. 5. Work in teams and collaborate to achieve common goals in the work field environments through collaborative efforts. 6. Show integrity in their dealings with their work and the people that they interact with by upholding professional; principles and ethical standards.

Course Name	Vertical	T.Y.B.M.S (Semester-V)
Corporate Communication and public relation	Ability Enhancement Course(AEC)	<ol style="list-style-type: none"> 1. To provide the students with basic understanding of the concepts of corporate communication and public relations. 2. To introduce the various elements of corporate communication and consider their roles in managing organizations. 3. To examine how various elements of corporate communication must be coordinated to communicate effectively. 4. To develop critical understanding of the different practices associated with corporate communication.
Logistics & supply chain management	Core Course (CC)	<ol style="list-style-type: none"> 1. To provide students with basic understanding of concepts of logistics and supply chain management. 2. To introduce students to the key activities performed by the logistics function. 3. To provide an insight in to the nature of supply chain, its functions and supply chain systems. 4. To understand global trends in logistics and supply chain management.
Wealth Management (Finance)	Elective Course	<ol style="list-style-type: none"> 1. To provide an overview of various aspects related to wealth management. 2. To study the relevance and importance of Insurance in wealth management. 3. To acquaint the learners with issues related to taxation in wealth management. 4. To understand various components of retirement planning
Investment Analysis and portfolio Management (Finance)	Elective Course	<ol style="list-style-type: none"> 1. To acquaint the learners with various concepts of finance. 2. To understand the terms which are often confronted while reading newspaper, magazines etc for better correlation with the practical world. 3. To understand various models and techniques of security and portfolio analysis.
Direct Taxes (Finance)	Elective Course	<ol style="list-style-type: none"> 01. To understand the provisions of determining residential status of individual. 02. To study various heads of income. 03. To study deductions from total income. 04. To compute taxable income of Individuals.
Financial Accounting	Elective Course	<ol style="list-style-type: none"> 01. To acquaint the learners in preparation of final accounts of companies.

(Finance)		<p>02. To study provisions relating to underwriting of shares and debentures.</p> <p>03. To study accounting of foreign currency and investment.</p> <p>04. To understand the need of ethical behaviour in accountancy</p>
Sales and Distribution Management (Marketing)	Elective Course	<p>1. To develop understanding of the sales & distribution processes in organizations.</p> <p>2. To get familiarized with concepts, approaches and the practical aspects of the key decision making variables in sales management and distribution channel management.</p>
E-Commerce and Digital marketing (Marketing)	Elective Course	<p>1. To understand increasing significance of E-Commerce and its applications in Business and Various Sectors.</p> <p>2. To provide an insight on Digital Marketing activities on various Social Media platforms and its emerging significance in Business.</p> <p>3. To understand latest Trends and Practices in E-Commerce and Digital Marketing, along with its Challenges and Opportunities for an Organisation.</p>
Customer Relationship Management (Marketing)	Elective Course	<p>1. To understand concept of Customer Relationship Management (CRM) and implementation of Customer Relationship Management.</p> <p>2. To provide insight into CRM marketing initiatives, customer service and designing CRM strategy.</p> <p>3. To understand new trends in CRM, challenges and opportunities for organizations</p>
Service Marketing (Marketing)	Elective Course	<p>1. To understand distinctive features of services and key elements in services marketing.</p> <p>2. To provide insight into ways to improve service quality and productivity.</p> <p>3. To understand marketing of different services in Indian context.</p>
Industrial Relations (HR)	Elective Course	
Performance Management and Career Planning (HR)	Elective Course	<p>1. To understand the concept of performance management in organizations.</p> <p>2. To review performance appraisal systems.</p> <p>3. To understand the significance of career planning and practices.</p>
Strategic Human resource Management and HR Policies (HR)	Elective Course	<p>1. To understand human resource management from a strategic perspective.</p> <p>2. To link the HRM functions to corporate strategies in order to understand HR as a strategic resource.</p>

		<ol style="list-style-type: none"> 3. To understand the relationship between strategic human resource management and organizational performance. 4. To apply the theories and concepts relevant to strategic human resource management in contemporary organizations. 5. To understand the purpose and process of developing Human Resource Policies.
Finance for HR Professional and compensation Management (HR)	Elective Course	<ol style="list-style-type: none"> 1. To orient HR professionals with financial concepts to enable them to make prudent HR decisions. 2. To understand the various compensation plans. 3. To study the issues related to compensation management and understand the legal framework of compensation management.
Course Name	Vertical	T.Y.B.M.S (Semester-VI)
Operation Research	Core Course	<ol style="list-style-type: none"> 1. To help students to understand operations research methodologies. 2. To help students to solve various problems practically. 3. To make students proficient in case analysis and interpretation.
Project Work	Ability Enhancement Course	
International Finance (Finance)	Elective Course	<ol style="list-style-type: none"> 1. The objective of this course is to familiarize the student with the fundamental aspects of various issues associated with International Finance. 2. The course aims to give a comprehensive overview of International Finance as a separate area in International Business. 3. To introduce the basic concepts, functions, process, techniques and create an awareness of the role, functions and functioning of International Finance in this Globalised Market.
Project Management (Finance)	Elective Course	<ol style="list-style-type: none"> 1. The objective of this course is to familiarize the learners with the fundamental aspects of various issues associated with Project Management. 2. To give a comprehensive overview of Project Management as a separate area of Management. 3. To introduce the basic concepts, functions, process, techniques and create an awareness of the role, functions and functioning of Project Management.

Strategic Financial Management (Finance)	Elective Course	<ol style="list-style-type: none"> 1. To match the needs of current market scenario and upgrade the learner's skills and knowledge for long term sustainability. 2. Changing scenario in Banking Sector and the inclination of learners towards choosing banking as a career option has made study of financial management in banking sector inevitable. 3. To acquaint learners with contemporary issues related to financial management.
Indirect Taxes (Finance)	Elective Course	<ol style="list-style-type: none"> 01. To understand the basics of GST. 02. To study the registration and computation of GST. 03. To acquaint the students with filing of returns in GST.
Brand Management (Marketing)	Elective Course	<ol style="list-style-type: none"> 1 To understand the meaning and significance of Brand Management. 2. To Know how to build, sustain and grow brands. 3. To know the various sources of brand equity.
Retail Management (Marketing)	Elective Course	<ol style="list-style-type: none"> 1. To familiarize the students with retail management concepts and operations. 2. To provide understanding of retail management and types of retailers. 3. To develop an understanding of retail management terminology including merchandize management, store management and retail strategy. 4. To acquaint the students with legal and ethical aspects of retail management. 5. To create awareness about emerging trends in retail management.
International Marketing (Marketing)	Elective Course	<ol style="list-style-type: none"> 1. To understand International Marketing, its Advantages and Challenges. 2. To provide an insight on the dynamics of International Marketing Environment. 3 To understand the relevance of International Marketing Mix decisions and recent developments in Global Market.
Media Planning & Management (Marketing)	Elective Course	<ol style="list-style-type: none"> 1. To understand Media Planning, Strategy and Management with reference to current business scenario. 2. To know the basic characteristics of all media to ensure most effective use of advertising budget. 3. To provide an insight on Media Planning, Budgeting, Scheduling and Evaluating the Different Media Buys.
HRM in Global Perspective (HR)	Elective Course	<ol style="list-style-type: none"> 1. To introduce the students to the study and practice of IHRM. 2. To understand the concepts, theoretical

		<p>framework and issues of HRM in Global Perspective.</p> <ol style="list-style-type: none"> 3. To get insights of the concepts of Expatriates and Repatriates. 4. To find out the impact of cross culture on Human Resource Management. 5. To provide information about Global Workforce Management. 6. To study International HRM Trends and Challenges.
Organisational Development (HR)	Elective Course	<ol style="list-style-type: none"> 1. To understand the concept of Organisational Development and its Relevance in the organisation. 2. To Study the Issues and Challenges of OD while undergoing Changes. 3. To get an Understanding of Phases of OD Programme. 4. To Study the OD Intervention to meet the Challenges faced in the Organisation. 5. To get an Insight into Ethical Issues in OD.
Workforce Diversity (HR)	Elective Course	<ol style="list-style-type: none"> 01. To understand the nature of workforce diversity. 02. To familiarize the learners with the strategies to deal with work force diversity. 03. To understand the impact of technology in managing workforce diversity. 04. To be able to interlink between workforce diversity and HRM functions.
Indian Ethos in Management (HR)	Elective Course	<ol style="list-style-type: none"> 1. To understand the concept of Indian Ethos in Management. 2. To link the Traditional Management System to Modern Management System. 3. To understand the Techniques of Stress Management. 4. To understand the Evolution of Learning Systems in India.