

Progressive Education Society's
Modern College of Arts, Science and Commerce (Autonomous)
Shivajinagar, Pune 5

(An Autonomous College affiliated to Savitribai Phule Pune University)

Syllabus

For

T.Y. B.B.A. (Human Resource Management)

(Based on NEP 2020 framework)

(To be implemented from the Academic Year 2025-26)

Semester V (Third Year)

Course Type	Course	Course Code	Course / Paper Title	Hours/Week	Credit	CIA	ESE	Total
Major Mandatory (4 + 4 + 2)	Major Core Paper 9 (Theory)	23BaHrmU5101	Industrial Relations and Labor Law	4	4	40	60	100
	Major Paper 10 (Theory)	23BaHrmU5102	Organizational Change and Development	4	4	40	60	100
	Major Paper 11 (Theory)	23BaBbaU5103	Entrepreneurship Development	2	2	20	30	50
Major Electives	Elective I	23BaHrmU5201	Business Ethics in Human Resource Management	4	4	40	60	100
	Elective II	23BaHrmU5202	Labor Economics	4	4	40	60	100
Minor (4)	Minor Paper IV	23BaBbaU5301	Public Finance and International Economics	4	4	40	60	100
OE (2)	--	--	--	--	--	--	--	--
VSC (2)	Major Specific Practical IV	23BaHrmU5501	Lab Course on Corporate Governance	4	2	20	30	50
SEC (2)	--	--	--	--	--	--	--	--
AEC (2)	--	--	--	--	--	--	--	--
VEC (2)	--	--	--	--	--	--	--	--
IKS (2)	--	--	--	--	--	--	--	--
FP / CEP (2)	FP – II	23BaHrmU5002	Field Project II	4	2	20	30	50
Total				26	22	220	330	550

OE: Open Elective

AEC: Ability Enhancement Course

VEC: Value Education Course

CC: Co-Curricular Course

IKS: Indian Knowledge System

OJT: On Job Training

FP: Field Project

VSC: Vocational Skill Course

CEP: Community Engagement Project

SEC: Skill Enhancement Course

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T.Y. BBA (SEMESTER – V)
(2023 Course under NEP 2020)

Course Code: 23BaHrmU5101

Course Name: Industrial Relations & Labor Law

Course Type: Major Core Paper 9 Theory

Teaching Scheme: TH: 4 Lectures/Week

Credits: 4

Examination Scheme: CIA: 40 Marks

End-Sem: 60 Marks

Prerequisites of the Course:

- Basic understanding of Industry and Healthy Relationship.

Course Objectives:

- To develop knowledge base of labor & industry.
- To introduce various Indian laws related to labor.
- To give students insight into application of labor laws in employment aspects.

On completion of the course, student will be able to –

Course Outcomes:

On completion of the course, students will be able to –

CO No.	Course Outcome	Cognitive Level
CO 1	To Define the basic concept of Industry.	1
CO 2	To Understand the legal framework of industry and it's functioning.	2
CO 3	To Apply legal knowledge to functioning of labor in industrial system.	3
CO 4	To Analyze functioning of Trade unions.	4
CO 5	To Evaluate various legal provisions with related to Factories.	5
CO 6	To Understand & Improve the role of workers participation in management.	2,6

Course Contents:

Chapter 1	Introduction to Industrial Relations	No. of Lectures
	1.1 Meaning, definition, importance, scope of Industrial Relations and factors in Industrial Relations 1.2 Approaches towards the study of Industrial Relations (Psychological Approach, Sociological Approach, Socio Ethical Approach, Industrial Relations, Approach and HR Approach) 1.3 Evolution of Industrial Relations 1.4 Collective Bargaining – Meaning, Characteristics, Importance, Process, Pre-requisites and Types. 1.5 WPM-Pre-requisites, Objectives, Levels and Types.	15
Chapter 2	Trade Union Act, 1926	No. of Lectures
	2.1 Trade Unions: concept, functions, TU Movement in India 2.2 Registration of Trade Union & Cancellation of Registration 2.3 Rules of Trade Union 2.4 Rights and Privileges of Registered Trade Union 2.5 Duties and Liabilities of a Registered Trade Union.	10
Chapter 3	The Industrial Disputes Act, 1947	No. of Lectures
	3.1 Meaning, definition & Causes of Industrial Disputes 3.2 Types of Conflict Resolution: Negotiation, Investigation, Mediation, Conciliation, arbitration & Adjudication 3.3 Model Grievance Procedure 3.4 The Industrial Disputes Act, 1947 - Definitions, Authorities under the Act, Power & Duties of Authorities, Strike & lockout, Lay-off, retrenchment, closure and dismissal, Grievance Redressal Machinery, Penalties	15
Chapter 4	The Factories Act, 1948	No. of Lectures
	4.1 Definitions 4.2 Authorities 4.3 Provisions regarding Health 4.4 Provisions regarding Welfare, 4.5 Provisions regarding Safety, 4.6 Provisions regarding Leave with Wages, 4.7 Provisions regarding Working hours of adults 4.8 Penalties	15
Experiential Learning		No. of Lectures
Field study to Trade Unions or Court visits		05

Total No. of Lectures	60
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Experiential Learning:

Authorities under Industrial Dispute Act, 1947 such as Conciliation, Labor Court, and Arbitration etc. are one of the important machineries to settle the dispute and conflict and Trade Union for establishing and maintaining healthy industrial relations. Students are therefore encouraged to interview industrial worker as a member of the trade union to find out the issues between employer and employees, approach of trade unions and their leaders in overcoming the problem.

Note: All the Acts should be considered as per the latest amendments.

Recommended Books:

1. Bare Acts.
2. Industrial Law - P.L. Malik
3. Labour Laws- Taxman
4. Labour & Industrial Laws-S.K. Puri
5. Labour & Industrial Laws-Goswami V.G.
6. Labour & Industrial Laws- Mishra S.N.
7. Labour & Industrial Laws- K.M. Pillai

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T.Y. BBA (SEMESTER – V)
(2023 Course under NEP 2020)

Course Code: 23BaHrmU5102

Course Name: Organizational Change and Development

Course Type: Major Paper 10 Theory

Teaching Scheme: TH: 4 Lectures/Week

Credits: 4

Examination Scheme: CIA: 40 Marks

End-Sem: 60 Marks

Prerequisites of the Course:

- Students should have basic awareness about corporate culture.
- Understanding of the fundamental principles of management.

Course Objectives:

- To emphasize and understand the necessity for change.
- To understand the resistance to change and the process of change.
- To familiarize the concepts and techniques of Organizational Development.

Course Outcomes:

On completion of the course, students will be able to –

CO No.	Course Outcome	Cognitive Level
CO 1	Understand and Explain Organizational Change.	2
CO 2	Analyze the Process and Challenges of Implementing Change.	4
CO 3	Apply Organizational Development (OD) Principles in Business Contexts.	3
CO 4	Evaluate Various Models of Change Management.	4
CO 5	Develop Action Research Strategies for Organizational Development. .	6
CO 6	Demonstrate the Use of OD Interventions for Organizational Growth	3

Course Contents:

Chapter 1	Introduction to Organizational Change	No. of Lectures
	1.1 Organizational change 1.1.1 Meaning and concept of Organizational Change 1.1.2 Characteristics of Organizational Change 1.1.3 Goals of Organizational change 1.1.4 Types of organizational change 1.2 Process of organizational change 1.3 Levels of Organizational change 1.4 Triggers for Change 1.4.1 External Force 1.4.2 Internal Force 1.5 Organizational change Initiative 1.6 Importance of Organizational change 1.7 Implementing Organizational change 1.7.1 Process of implementing organizational change 1.8 Resistance to change 1.8.1 Reasons / factors of Resistance to change 1.8.2 Managing Resistance to change 1.9 Dynamics of Planned change 1.9.1 Meaning and definitions of Planned change	15
Chapter 2	Introduction to Organizational Development	No. of Lectures
	2.1 Conceptual Framework of Organizational Development (OD) 2.1.1 Meaning and definition of OD 2.1.2 Objectives of OD 2.2 Process of Organizational Development 2.3 Significance of Organizational Development 2.4 Limitations of Organizational Development 2.5 Difference between organizational change and organizational development 2.6 Values, assumptions and beliefs in OD 2.7 System theory 2.7.1 System approach to management.	12
Chapter 3	Models of Change Management	No. of Lectures
	3.1 Objectives of Change Management 3.2 Models of Change Management 3.2.1 Kurt Lewin's Three-Step Model 3.2.2 Kotter's 8-Step Change Model 3.2.3 ADKAR Model 3.2.4 McKinsey 7-S Framework 3.3 Challenges of Change Management	10

Chapter 4	Action Research and Organizational Development Intervention	No. of Lectures
	4.1 Meaning and definition of Action Research 4.1.1 Characteristics of Action Research 4.2 Managing OD Process 4.2.1 Diagnosis 4.2.2 Process of Diagnosis 4.2.3 Problems in Diagnosis 4.2.4 Guideline for diagnosis problem areas. 4.3 Meaning and definition of OD intervention 4.4 OD intervention Examples 4.5 Characteristics or Features of OD intervention. 4.6 Structural intervention 4.7 Training experience 4.7.1 T- Group Training 4.7.2 Behaviour Modelling 4.7.3 Career Anchoring 4.8 Team intervention	15
Experiential Learning		No. Of Lectures
Students, in groups of five, will select an organization (business, non-profit, or educational institution) that has undergone a significant change (e.g., restructuring, digital transformation, new policies). They will conduct research through interviews, online sources, or direct observations and compile a case study report covering the change process, resistance faced, leadership approach, and outcomes. The assessment of experiential learning can be based on the submission of a case study report and a group presentation		08
Total No. of Lectures		60

Recommended Books:

1. Change Management by Robert a Paton and James McCalman, Sage Publication 3 Edition
2. Organizational Change and Development – Dipak Kumar Bhattacharya – Oxford Publications
3. Organizational Development and Change by Cummings and Worle (7th Edition)
4. French & Bell, ORGANISATIONAL DEVELOPMENT, McGraw-Hill.

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T.Y. BBA (SEMESTER – V)
(2023 Course under NEP 2020)

Course Code: 23BaBbaU5103

Course Name: Entrepreneurship Development

Course Type: Major Paper 11 Theory

Teaching Scheme: TH: 2 Lectures/Week

Credits: 2

Examination Scheme: CIA: 20 Marks

End-Sem: 30 Marks

Prerequisites of the Course:

- Students should have basic knowledge of the concept of business and entrepreneurship.

Course Objectives:

- To create entrepreneurial awareness among the students.
- To help students to up bring out their own business plan.
- To develop knowledge and understanding in creating and managing new venture.

Course Outcomes:

On completion of the course, students will be able to –

CO No.	Course Outcome	Cognitive Level
CO1	Understand Entrepreneurship Fundamentals	1
CO2	Analyze the Entrepreneurial Process	2
CO3	Apply methods of divergent and convergent thinking to search for business opportunities	3
CO4	Develop a comprehensive business plan including its essential elements	4
CO5	Explain the types of financial assistance available for small enterprises	5
CO6	Identify and describe government schemes designed to boost entrepreneurship in India	6

Course Contents:

Chapter 1	Entrepreneur and Entrepreneurship	No. of Lectures
	1.1 Concept of Entrepreneur, Manager, Intrapreneur 1.2 Definition, meaning and functions of an entrepreneur, Need and Importance of Entrepreneurship 1.3 Stages in entrepreneurial process.	08
Chapter 2	Business Opportunity Identification and Preparation of Business Plan	No. of Lectures
	2.1 Opportunity Search: Methods of Divergent Thinking and Convergent thinking 2.2 Environmental scanning for business opportunity Identification: Tools and Techniques 2.3 Meaning and Objectives of Business Plan, Elements of Business Plan 2.4 Business Planning Process	10
Chapter 3	Institutional Support to New Venture and Legislative Support	No. of Lectures
	3.1 Micro, Small & Medium Enterprise (MSME) 3.2 Financial Assistance for Small Enterprises – Introduction and types. 3.3 Government Schemes to boost Entrepreneurship in India. 3.4 Maharashtra shop and establishment act- Procedure to obtain shop act license.	10
Experiential Learning		No. of Lectures
Identifying a business opportunity and creating a business plan		02
Total No. of Lectures		30

Experiential Learning:

Students will identify a business opportunity and create a business plan for the same.

The student will:

- Learn how to identify a business opportunity
- Practically do environmental scanning and research to conduct a feasibility study
- The students will prepare a detailed business plan as per the format provided on their idea.

Recommended Books:

1. Desai Vasant: “Management of Small-Scale Industries” - Himalaya Publishing House
2. Taneja Satish and Gupta: “Entrepreneurship Development-New Venture Creation” - Galgotia Publishing Company, New Delhi
3. Jain P.C: Handbook for New Entrepreneurs Entrepreneurship Development Institute of India
4. Sangle B. R.: Business Environment & Entrepreneurship, Success Publications, Pune
5. Gupta C.B. & Srinivas: “Entrepreneurial Development”- Sultan D, Chand & Sons, New Delhi
6. Prof Rajeev Roy: “Entrepreneurship” - Oxford University Press
7. Edward D. Bono: “Opportunities

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T.Y. BBA (SEMESTER – V)
(2023 Course under NEP 2020)

Course Code: 23BaHrmU5201 **Course Name:** Business Ethics in Human Resource Management

Course Type: Major Electives (Elective I)

Teaching Scheme: TH: 4 Lectures/Week

Credits: 4

Examination Scheme: CIA: 40 Marks

End-Sem: 60 Marks

Prerequisites of the Course:

1. Students should aware of basic concepts of HRM
2. Students should know basic concepts of ethics, moral, values

Course Objectives:

1. To make students aware of ethical principles and practices applicable in HRM
2. To equip students with the knowledge to navigate ethical dilemmas and promote responsible HRM practices.

Course Outcomes:

On completion of the course, students will be able to –

CO. No.	Course Outcome	Cognitive Level
CO1	To study Concept of Ethics and Business Ethics	1
CO2	To provide students with a comprehensive understanding of ethical principles and their application within HRM	1,3
CO3	To analyze fundamental ethical concepts, the nature of business ethics, and the specific ethical challenges within various HRM functions such as recruitment, compensation, and employee relations	4
CO4	To evaluate ethical practices and issues like employee rights, privacy, discrimination, workplace safety, and the roles of different parties in encouraging unethical behaviour	5
CO5	To equip students with the knowledge to navigate ethical dilemmas and promote responsible HRM practices.	6

Course Contents:

Chapter 1	Introduction to Ethics	No. of Lectures
	1.1 Meaning, Nature and Importance of Ethics. 1.2 Difference between Moral and Ethics. 1.3 Meaning , Nature and Importance of Business Ethics 1.4 Types of Business Ethics according to functions of Business 1.5 Factors influencing Business Ethics 1.6 Causes of Unethical Behavior	12
Chapter 2	Ethics in Human Resource Management	No. of Lectures
	2.1 Concept of Ethics in Human Resource Management. 2.2 Importance of Ethics in Human Resource management. 2.3 Ethical Guidelines for HRM. 2.4 Unethical Practices of HRM– By Employer, Employee, and Unions. 2.5 Role of HR manager in Promoting Ethics.	15
Chapter 3	Ethics in Human Resource Management Functions	No. of Lectures
	3.1 Ethics in Designing Jobs and job Evaluation 3.2 Ethics in Recruitment and Selection 3.3 Ethics in appraising and performance Management 3.4 Ethics in Compensation Management 3.5 Ethics in Managing Employee benefits and Services 3.6 Ethics in Employee Engagement and Empowerment 3.7 Ethics in E-HRM	15
Chapter 4	Ethical Issues in HRM Practices	No. of Lectures
	4.1 Basic Human Rights , Civil and Employment Fight 4.2 Privacy of the Employee – Workplace Surveillance and Employee Bullying 4.3 Discrimination Issues – Issues related to discrimination on the basis of age, gender, race, religion , disabilities, weight and attractiveness 4.4 Issues regarding Fairness of employment contract and balance of power between employer and employee 4.5 Safety in workplace – Sexual Harassment of Woman.	15
Experimental Learning: Analysis of Case Studies related to Ethics in HRM		03
Total No. of Lectures:		60

Recommended Books:

1. Business Ethics by K. Aswathappa, J. Usha Rani Sunanda Gundavajhala , Himalaya Publishing House
2. Human Resource Management by K.Aswathappa
3. Business Ethics and Corporate Governance - R.K. Sharma ,Puneet Goel &Pooja Bhagwan, Kalyani Publishers
4. Business Ethics ;An Indian Prospective -A. C. Fernando-Pearsons India Limited
5. Ethical Management ;Text and Cases In Business Ethics and Corporate Governance -Satish Modh -MacMillan Publishers India

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T.Y B.B.A (SEMESTER - V)
(2023 Course under NEP 2020)

Course Code: 23BaHrmU5202

Course Name: Labor Economics

Course Type: Major Electives (Elective II)

Teaching Scheme TH: 4 Hours/Week

Credits: 4

Examination Scheme: CIA: 40 Marks

End Sem: 60 Marks

Prerequisites of the Course:

- Students have basic knowledge of economics.
- Students are known about Labor as a factor of production.
- Students have knowledge about Labor is one of the cost of production.

Course Objectives:

- To understand the students nature of Indian labor.
- To define and explain labor market concepts such supply and demand, wages, employment and unemployment.
- To explain and evaluate Wage Theories such as Classical and Modern.
- To identify and explain key labor market issues, including unemployment, absenteeism and labor turnover.

Course Outcomes:

On completion of the course, student will be able to –

CO No.	Course Outcome	Cognitive Level
CO1	To explain the concept, nature and role of labour. To discuss the features of Indian labour and other related concept of labour such as labour market, ILO etc. To examine the nature, role and importance of labour economics.	1, 6, 2,4

CO2	To analyse the demand for and supply of labour .ie.to show relationships between wage rate and demand for labor, To assess elasticity and factors are affecting on demand for and supply of labor.	4,4,4,5
CO3	To explain the concept of unemployment and its types. To discuss the causes and measures of unemployment.	2,5,6,5
CO4	To explain the concept of unemployment and its types. To discuss the causes and measures of unemployment.	2,5,6,5
CO5	To criticize Classical and Modern Theories of unemployment.	5,6
CO6	To explain different approaches of migration and to discuss reasons of migration. To explain Absenteeism and labour turnover its causes, solutions .	2,5,6

Course Contents:

Chapter 1	Introduction	No. of Lectures
	1.1. Meaning, Concept, Significance & Peculiarities of Labour. 1.2. Nature, Scope & Importance of Labour Economics. 1.3. Characteristics of Indian Labour. 1.4. Labour Market Reforms: Exit Policy and Need for Safety Nets 1.5. National Commission on Labour 1.6. Globalization and Indian Labour Market 1.7. International Labour Organization (ILO)	12
Chapter 2	Demand for Labour and Supply of Labour	No. of Lectures

	2.1. Introduction: Demand for Labour: 2.1.1. Labour as a Derived Demand 2.1.2. Shift in Demand for Labour and Causes of Shift in Demand for Labour. 2.1.3. Demand for Labour and Market Wage Rate 2.1.4. Factors Affecting Demand for Labour 2.1.5. Elasticity of Demand for Labour and Determinants of Elasticity of Demand for Labour. 2.2. The Supply of Labour 2.2.1. Individual Labour Supply 2.2.2. Factors Affecting the Labour Supply	16
Chapter 3	Unemployment	No. of Lectures
	3.1. Meaning and Definition of Unemployment 3.2. Unemployment Concept and Measurement 3.2.1. Conceptual Framework of Key Employment and Unemployment Indicators 3.2.2. Measures of Unemployment 3.3. Types of Unemployment 3.4. Causes of Unemployment	12

	3.5. Rural Unemployment 3.5.1. Factors Affecting Rural Unemployment	
Chapter 4	Introduction of Wage, Migration & Absenteeism	No. of Lectures
	4.1. Meaning of Wages 4.2. Wage Determination in Various Sectors – Rural, Urban, Organized, Unorganized and Informal sectors. 4.3. Wages in Relation to Cost and Productivity. 4.4. Wage Policy in India. 4.5. Concept of Migration 4.6. Approaches to Labour Migration 4.7. Effects of Migration. 4.8. Concept of Absenteeism 4.9. Absenteeism of Industrial Labour in India 4.10. Causes, Effects and Remedies of Absenteeism. 4.11. Labour Turnover – Causes of Low Labour Turnover in India, Remedies to improve the Labour Turnover.	16
Experiential Learning		No. of Lectures
Assignments, Project, Case study, Classroom Discussions		04
Total No .of Lectures		60

Recommended Books:

- Datt , G. (1966) Bargaining Power , Wages and Employment : An Analysis of Agricultural , Labour: Markestin India ; Sage Publishers , New Delhi.
- Hajela, P.D. (1998) , Labour Restructuring in India : A Critique of the New Economic Policies , Commonwealth Publishers , New Delhi.
- Jhabvala, R and R.K. Subrahmanya (Eds) (2000) The Unorganized Sector : Work Security and Social Protection ; Sage Publications, New Delhi.
- Papola , T.S.P.P. Ghosh and A.N. Sharma (Eds.) (1993) Labor, Employment and Industrial Relations in India , B.R. Publishing Corporation, New Delhi.
- Rosenberg M.R. (1988) , Labour Markets in Low Income Countries in Chenery , H.B. and
- Venkata Ratnam, C.S. (2001) , Globalization and Labour - Management Relations : Dynamics of Changes , Sage Publications / Response Books , New Delhi.

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T.Y B.B.A (SEMESTER - V)
(2023 Course under NEP 2020)

Course Code: 23BaBbaU5301 **Course Name:** Public Finance and International Economics

Course Type: Minor Paper IV

Teaching Scheme: TH: 4 Hours/Week **Credits:** 4

Examination Scheme: CIA: 40 Marks **End Sem:** 60 Marks

Prerequisites of the Course:

1. Students should have basic knowledge of macroeconomics.
2. Students should know Finance.
3. Students should know revenue, expenditure and debt.

Course Objectives:

1. Understand students public finance concepts including taxation, public expenditure, budgeting and fiscal policy.
2. Understand students analyze different tax systems and policies, including income tax, property tax, and tax incidence.
3. Understand the students analyze public expenditure theories of public goods and merit goods, need of public debt and fiscal policy and its impact on economy.
4. Understand student's basics of international trade and theories including Ricardian, Hecksher-Ohlin.
5. Understand students balance of payments, international finance and monetary system including exchange rates and international monetary system.
6. Understand students different international trade policies and agreements including, including WTO, FTAs.

Course Outcomes:

On completion of the course, students will be able to -

CO No.	Course Outcome	Cognitive Level
CO1	To define and explain concepts public finance and public revenue, sources of revenues.	1,2,5
CO2	To define and explain public expenditure and public debt, its types and effects.	1,2,5
CO3	To discuss the role of fiscal, classify budget, deficit financing and role of finance commission.	6,4
CO4	To define international trade, explain international trade theories, BOPs,	1,2,5

Course Contents:

Chapter 1	Public Finance: Public Revenue, Public Expenditure and Public Debt	No. of Lectures
	1.1. Public Finance: Meaning, 1.1.1. Principle of Maximum Social Advantage 1.1.2. Public Revenue: Meaning 1.2. Direct Tax and Indirect Taxes: Meaning 12.1. Goods and Service Tax: Concept, Objectives and Need of GST in India 1.2.2. Concept of Impact of Tax, Incidence of Tax, Shifting of Tax & Taxable Capacity 1.3. Public Expenditure: Meaning, Classification 1.4. Public Debt: Meaning, Sources and Importance of Public Debt	14
Chapter 2	Fiscal Policy, Budget, Deficit Financing	No. of Lectures
	2.1. Fiscal Policy: Meaning, Objectives and Instruments of Fiscal Policy 2.2. Budget: Meaning, 2.2.1. Classification of Budget 2.2.2. Fiscal Responsibility and Budget Management Act, 2.2.3. Fiscal Federalism 2.3 Deficit Financing: Meaning and Objectives 2.3.1 Fiscal Solvency	12
Chapter 3	Introduction to International Economics and Theories of International Trade	No. of Lectures
	3.1. International Economics: Meaning, Scope and Importance 3.2. Theory of Absolute Cost Advantage and Ricardian Theory of Comparative Cost 3.2.1. Heckscher-Ohlin Theory 3.3. Terms of Trade: Meaning and Types of Terms of Trade 3.3.1. Causes of Unfavorable Terms of Trade to Developing Countries 3.4. Balance of Trade and Balance of Payments 3.4.1. Balance of Payments - Components 3.4.2. Disequilibrium in BOPs and 3.4.3. Measures to correct Disequilibrium in BOPs	14
Chapter 4	India's Foreign Trade and Policy, Foreign Capital, Foreign Exchange & Regional and International Cooperation	No. of Lectures
	4.1. India's Foreign Trade and Policy: 4.1.1. Role of Foreign Trade in Economic Development 4.1.2. Highlights of India's Foreign Trade Policy Since 2015 4.1.3. Special Economic Zone: Meaning, Objectives and Role of	14

Recommended Books:

- Economics – Samuelson, Nordhaus –MC Graw Hill.
- Macro Economics-D.M.Mithani – Himalaya Publishing.
- Macro Economics - M.L.Jingan – Vrinda Publications (P) Ltd.
- Economics - Paul Samuelson, William D.Nordhaus – MC Graw Hill

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T.Y B.B.A (SEMESTER - V)
(2023 Course under NEP 2020)

Course Code: 23BaHrmU5501 **Course Name:** Lab Course on Corporate Governance
Course Type: Vocational Skill Course
Teaching Scheme: PR: 4 Lectures/Week **Credits:** 2
Examination Scheme: CIA: 20 Marks **End-Sem:** 30 Marks

Prerequisites of the Course:

1. Students should aware of concept of Corporate Governance

Course Objectives:

1. Students should learn concept of corporate governance , Companies Act 2013 on corporate Governance
2. To equip students with knowledge of poor corporate governance, types of corporate frauds and ways to improve corporate governance.
3. To improve knowledge of students on emerging trends and global perspective in corporate Governance.

Course Outcomes:

On completion of the course, students will be able to –

CO No.	Course Outcome	Cognitive Level
CO1	To understand the concept of Corporate Governance and provisions of companies act on corporate governance	1
CO2	To illustrate corporate frauds and ways to improve corporate governance	2
CO3	To identify emerging trends in Corporate governance	3
CO4	To Analyze emerging trends such as green finance, blue finance , green investing under corporate governance	4
CO5	Design different activities to learn concept of Corporate governance	6

Course Contents:

Chapter 1	Introduction of Corporate Governance	No. of Lectures
	1.1 Meaning ,Definition , Need and Scope of Corporate Governance 1.2 Development of corporate governance in India 1.3 Theories of corporate governance : Agency Theory ,Stakeholder Theory, Stewardship Theory 1.4 Elements of good Corporate Governance 1.5 Key provisions of Companies Act ,2013 on Corporate Governance for Listed and Unlisted companies, SEBI LODR Regulations, Clause 49	10
Chapter 2	Problems of Poor Governance	No. of Lectures
	2.1 Meaning and consequences of poor Governance 2.2 Poor corporate Governance and Corporate Frauds 2.3 Ways to improve Corporate Governance Corporate Frauds and Importance of whistle Blowing.	10
Chapter 3	Emerging Trends and Global Perspective of Corporate Governance	No. of Lectures
	3.1 Meaning , features and importance of ESG 3.2 ESG reporting and ESG Rating 3.3 Concept of Green Finance, Green lending and Green Bond Blue finance 3.4 Corporate Governance in PSU's Banks	10
Experiential Learning	Activities to Learn the Concept of Corporate Governance Practically	No. of Lectures
	1. Case studies on Governance issues in MNC's 2. Activity on survey related to poor corporate governance of unorganized labor 3. Hands on Experience of MOA of Companies Act2013 4. Hands on Experience on AOA of Companies Act 2013 5. Survey related to working hours in companies 6. Activities of good governance by Public authorities 7. Field survey to collect information regarding Child labor in your area 8. Illustrate the link between corporate Social responsibility and corporate Governance 9. Compilation of poor governance practices in MNC's 10. Comparison of corporate Governance code of different countries	30

Recommended Books:

- Corporate Governance by Dr, Pradip Kumar Sinha BY Nirali Prakashan
- S.M> Dewan ,Corporate Governance in Public Sector enterprises, Pearson Longman, 2006
- Corporate Governance in India - An Evaluation By S C Das ,PHI - Eastern Economy Edition
- Corporate Governance by Christine A. Mallin, Oxford University Press.
- Corporate Governance - Global Concepts and Practices, Dr. S. Singh, Excel BOOK

Semester VI (Third Year)

Course Type	Course	Course Code	Course / Paper Title	Hours/Week	Credit	CIA	ESE	Total
Major Mandatory (4 + 4 + 2)	Major Paper 12 (Theory)	23BaHrmU6101	International Human Resource Management	4	4	40	60	100
	Major Paper 13(Theor y)	23BaHrmU6102	Strategic Human Resource Management	4	4	40	60	100
	Major Paper 14 (Theory)	23BaBbaU6103	Fundamentals of E-Commerce	2	2	20	30	50
Major Electives	Elective III	23BaHrmU6201	Legal Aspects in Human Resource Management	4	4	40	60	100
	Elective IV	23BaHrmU6202	Compensation Management	4	4	40	60	100
Minor (4)	Minor Paper IV	23BaBbaU6301	Indian Economic Environment	4	4	40	60	100
OE (2 + 2)	--	--	--	--	--	--	--	--
VSC (2)	--	--	--	--	--	--	--	--
SEC (2)	--	--	--	--	--	--	--	--
AEC (2)	--	--	--	--	--	--	--	--
VEC (2)	--	--	--	--	--	--	--	--
OJT (4)	OJT	23CpCopU6004	On Job Training	8	4	40	60	100
FP / CEP (2)	--	--	--	--	--	--	--	--
Total				26	22	220	330	550

OE: Open Elective

AEC: Ability Enhancement Course

VEC: Value Education Course

CC: Co-Curricular Course

IKS: Indian Knowledge System

OJT: On Job Training

FP: Field Project

VSC: Vocational Skill Course

CEP: Community Engagement Project

SEC: Skill Enhancement Cours

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T.Y. BBA (SEMESTER – VI)
(2023 Course under NEP 2020)

Course Code: 23BaHrmU6101

Course Name: International Human Resource Management

Course Type: Major Paper 12 Theory

Teaching Scheme: TH: 4 Hours/Week

Credits: 4

Examination Scheme: CIA: 40 Marks

End Sem: 60 Marks

Prerequisites of the Course:

- Students have basic knowledge of Human Resource Management.
- Students are known about Training, Recruitment and Selection.
- Students have knowledge about Compensation system.

Course Objectives:

- To understand the students about objectives, scope, challenges and approaches in International HRM.
- To create the impact on the students about International HR practices in Staffing, Recruitment (e-Recruitment) and Selection. .
- To make them understand about International Performance and Compensation Management.
- Students able to understand meaning and determinants of culture, cross culture theory, cultural sensitivity, and cross-culture differences at workplace, types and strategies of organizational culture.

Course Outcomes:

On completion of the course, students will be able to –

CO No.	Course Outcome	Cognitive Level
CO1	Define and explain key International HRM concepts including objectives, scope and challenges.	1,2,5
CO2	Explain differences between domestic verses International HRM and approaches in international HRM	4
CO3	Analyze International HR practices , including staffing, recruitment and selection processes	5

CO4	Explain and evaluate International performance management systems, including performance appraisal and feedback.	2,5,5
CO5	Describe and analyze International compensation management including expatriate compensation and benefits.	5
CO6	Define culture and explain culture theory, Cultural sensitivity and its importance, Cultural differences in workplace, Types and strategies of organizational Culture.	1,2,5,6

Course Contents:

Chapter 1	Introduction to International Human Resource Management	No. of Lectures
	1.1. Meaning and Definition of International Human Resource Management (IHRM) 1.2. Objectives, Scope & Principles of International Human Resource Management 1.3. Difference between Domestic Human Resource Management and International Human Resource Management 1.4. Challenges in International Human Resource Management 1.5 Approaches in International Human Resource Management	12
Chapter 2	International Human Resource Planning and Staffing	No. of Lectures
	2.1. Introduction to International Labour Market 2.2. International Recruitment Function: 2.2.1. Head-hunters, 2.2.2. Cross National Advertising 2.2.3.E-recruitment 2.3. International Staffing: 2.3.1. Staffing choice 2.3.2. Different Approaches to International Staffing Decisions. 2.3.3. Types of International Assignments 2.4. International Selection Criterion: 2.4.1. Techniques of International Selection 2.4.2. Selection Tests and Interviews for International Selection.	16
Chapter 3	Performance Management and International Compensation Management	No. of Lectures

	3.1. Performance Management and MNE 3.2. Performance Management of International Assignees, third and host country employees 3.3. Issues and challenges in International performance Management 3.4. Country specific performance management Practices 3.5. International compensation and international Assignees : 3.5.1. Forms of compensation 3.5.2. Key components of International compensation 3.5.3. Approaches to International compensation 3.5.4. Compensation practices across the countries 3.5.5. Emerging issues in International compensation	14
Chapter 4	Cultural Diversity	No. of Lectures
	4.1. Understanding Culture 4.2. Culture its coverage and determinants 4.3. Cross cultural theory 4.4. Cultural differences in the workplace 4.5. Cultural sensitivity and its importance 4.6. Types and strategies of organizational Culture	12
Experiential Learning		
Assignments, Project, Group Discussions		06
Total No. of Lectures:		60

Recommended Books:

- K. Aswathappa , International Human Resource Management Sadhana Dash Texts and Cases, Tata McGraw Hill Publishing Company Ltd.
- Dr. Nilanjam Sengupta, International Human Resource Management, Excel Books, New Delhi
- P. Subba Rao, International Human Resource Management, Himalaya Publishing House Pvt. Ltd., Mumbai.
- N. Sengupta Mousmi, S.Bhattacharya - International HRM, Excell Books, New Delhi
- P.L Rao, International Human Resource Management – Text and Cases, New Delhi

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T.Y. BBA (SEMESTER - VI)
(2023 Course under NEP 2020)

Course Code: 23BaHrmU6102 **Course Name:** Strategic Human Resource Management

Course Type: Major Paper 13 Theory

Teaching Scheme: TH: 4 Lectures/Week

Credits: 4

Examination Scheme: CIA: 40 Marks

End-Sem: 60 Marks

Prerequisites of the Course:

- Students should know the fundamentals of Human Resource Management (HRM), including recruitment, training, and labor laws.
- They should also understand organizational behavior and ethics, ensuring fairness, confidentiality, and effective teamwork. Additionally, a basic grasp of business strategy will help in aligning HR functions with organizational goals.

Course Objectives:

- This curriculum will enable students to develop an understanding and appreciation of the role of strategic human resource management in a firm's success, along with knowledge of the basic functions of human resource management, current practices, and key issues.
- This curriculum will help students understand how human resource decisions contribute to organizational effectiveness and a firm's competitive advantage. This knowledge can be applied in small, medium, and large firms, as well as in non-profit organizations.

Course Outcomes:

On completion of the course, students will be able to -

CO No.	Course Outcome	Cognitive Level
CO 1	Understand and Explain the Concept of Strategy and its Approaches in HRM	2
CO 2	Analyze the Difference Between Traditional HRM and Strategic HRM (SHRM)	4
CO 3	Apply HR Strategies in Organizational Contexts	3
CO 4	Evaluate Different Models of SHRM and Their Practical Applications	5
CO 5	Develop and Implement Strategies in HR Functions such as Talent Acquisition, Workforce Planning, and Quality of WorkLife.	6

CO 6	Assess the Role of Technology, AI, and Automation in Modern HR Strategies	5
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Course Contents:

Chapter 1	Introduction to Strategic Human Resource Management and its Approaches	No. of Lectures
	1.1 Introduction to Strategy 1.1.1 Concept of Strategy 1.1.2 Nature of Strategy 1.1.3 Levels of Strategy 1.2 Introduction to Functional, Business and Corporate strategies 1.2.1 Corporate Strategy 1.2.2 Business Strategy 1.2.3 Functional Strategy 1.3 Importance of Strategy 1.4 Strategic Human Resource Management 1.4.1 Objectives of SHRM 1.4.2 Nature of SHRM 1.4.3 Need of SHRM 1.5 Barriers to SHRM 1.6 Difference in traditional HRM and SHRM.	12
Chapter 2	Introduction to HRM Strategy: Need and Development	No. of Lectures
	2.1 Introduction to HRM Strategy 2.1.1 Meaning and definition of HR Strategy 2.1.2 Nature of HR strategy 2.1.3 Objectives of HR strategy 2.2 Types of HR strategies 2.3 Importance of HR strategies 2.4 Integrating HR strategies with Business Strategies 2.5 Developing HR Plans and Policies. 2.6 Delivering and Implementation of HR strategy	10
Chapter 3	Role of Strategic Human Resource Management	No. of Lectures
	3.1 The Process of SHRM 3.2 Models of SHRM: 3.2.1 Fombrun model 3.2.2 The Harvard Model 3.2.3 The Warwick Model	15
	3.2.4 The 5-P Model of SHRM 3.3 The Evolving Role of HR Professionals in SHRM	

Chapter 4	Functions of Strategic HRM	No. of Lectures
	4.1 Strategic Talent Acquisition and Workforce Management 4.1.1 Online Recruitment (E-Recruitment) 4.1.1.1 Meaning and Significance of E-Recruitment 4.1.1.2 Advantages and Limitations of E-Recruitment 4.1.1.3 Role of AI and Automation in E-Recruitment 4.1.2 Strategic Workforce Planning and Headhunting 4.1.2.1 Meaning and Importance of Workforce Planning 4.1.2.2 Meaning and Importance of Headhunting 4.1.2.3 Process of Headhunting 4.1.3 Employee Referrals 4.1.3.1 Promoting an Employee Referral Program 4.1.3.2 Benefits and Limitations of Employee Referrals 4.2 Flexible Work Arrangements 4.2.1 Concept and Benefits of Flexible Work Policies 4.2.2 Types of Flexible Work Arrangements 4.3 Remote Work and Hybrid Models 4.4 Quality of Work Life (QWL) 4.4.1 Meaning and Importance of Quality of Work Life 4.4.2 Principles of Quality of Work Life 4.4.3 Effects of Quality of Work Life 4.4.4 Techniques for Improving Quality of Work Life	15
Experiential Learning		No. of Lectures
HRM Case lets		08
Total No. of Lectures		60

Experiential Learning:

Students are assigned a case study analysis so that they can:

- Explore the nature of a problem and circumstances that affect a decision or solution
- Learn about others' viewpoints and how they may be taken into account
- Learn about one's own viewpoint
- Make one's own decisions to solve a problem
- Predict outcomes and consequences

Recommended Books:

1. Strategic HRM by Tanuja Agarwala, Oxford Higher Education
2. Human Resource Strategy, Dreher, Dougherty, G.F. & Thomas, W. (2005), Tata McGraw Hill.
3. Strategic Human Resource Management: A General Managerial Approach, Pearson Education Asia. Greer, C.R. (2001)
4. Strategic Human Resource Management - Theory and Practice, Sage Publications Ltd
5. Aligning Human Resource and Business Strategy, Butterworth Heinemann. Holbeche, L.(2009)

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T.Y. BBA (SEMESTER – VI)
(2023 Course under NEP 2020)

Course Code: 23BaBbaU6103

Course Name: Fundamentals of E-Commerce

Course Type: Major Paper 14 Theory

Teaching Scheme: TH: 2 Lectures/Week

Credits: 2

Examination Scheme: CIA: 20 Marks

End-Sem: 30 Marks

Prerequisites of the Course:

- Students should be aware about various E-Commerce business processes and functions.
- Students should have basic knowledge of payment system
- Students should have basic knowledge of E-commerce business websites

Course Objectives:

- To help students understand various concepts and models of E-Commerce.
- To help students understand Website Designing for E-Commerce business.

Course Outcomes:

On completion of the course, students will be able to –

CO No.	Course Outcome	Cognitive Level
CO 1	To Define the basic concept of E-Commerce	1
CO 2	To Understand the E-Commerce Infrastructure	2
CO 3	To Apply security measures for to run E-Commerce business	3
CO 4	To Analyze various methods of E-payment	4
CO 5	To Evaluate the use latest technological concepts in E-Commerce.	5
CO 6	To Understand Web Design Principles & Improve the Website for E-Commerce business.	2,6

Course Contents:

Chapter 1	Introduction to E-Commerce	No. of Lectures
	1.1 E- Commerce Definition 1.2 Functions of E-Commerce 1.3 Scope of E-Commerce 1.4 E-Commerce Infrastructure 1.5 Advantages & Disadvantages of E-Commerce 1.6 Opportunities for E-Commerce in India 1.7 E-Commerce Business Models 1.8 Emerging trends in E-Commerce	10
Chapter 2	E-Commerce Website Development and Design	No. of Lectures
	2.1 Web Design Principles for E-Commerce Website 2.2 Designs in E-Commerce- UI & UX 2.3 E-Commerce Website Navigation, Layout, and Responsiveness 2.4 Mobile Optimization for E-Commerce Website 2.5 Integrating Shopping Carts and Product Management System 2.6 Case Study- Best Practices in E-Commerce Website Design	08
Chapter 3	E-Payment Systems	No. of Lectures
	2.1 Traditional Payment System 2.2 Introduction to Electronic Payment System 2.3 Types of Electronic Payment Systems (B2C & B2B) 2.4 Third-Party Payment Processing, Payment Gateway 2.5 Risks of Electronic Payment System 2.6 Security measures for online transactions 2.7 Role of RBI in Digital Transactions	10
Experiential Learning		No. of Lectures
Students will be asked to design and present E-commerce business website module or design		02
Total No. of Lectures		30

Experiential Learning:

Students will be required to design and present website module for e-commerce business. The students will have to consider the type of product, target customer segment and design website.

Main benefits: Students will be able to practically apply the concepts discussed in the lectures in order to create or design website for e-commerce business.

Recommended Books:

1. E-Commerce - Concepts, Models & Strategies; Himalaya Publishing House; C.S.V. Murthy
2. E-Commerce: The Cutting Edge of Business; Latest Edition; McGraw Hill Education; Kamlesh K Bajaj, Debjani Nag
3. E-Commerce 2017: Business, Technology, Society; Latest Edition; Pearson Education; Kenneth C.Laudon,Carol Guercio Traver

4. Electronic Commerce: From Vision to Fulfillment; Latest Edition; PHI Learning; Elias M. Awad
5. E-Commerce: An Indian Perspective; Latest Edition; PHI Learning; P.T.Joseph, S.J.

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T.Y. BBA (SEMESTER – VI)
(2023 Course under NEP 2020)

Course Code: 23BaHrmU6201

Course Name: Legal Aspects in Human
Resource Management

Course Type: Major Electives (Elective III)

Teaching Scheme: TH: 4 Lectures/Week

Credits: 4

Examination Scheme: CIA: 40 Marks

End-Sem: 60 Marks

Prerequisites of the Course:

- Basic understanding of Functions of Human Resource Management
- Basic understanding of rights and obligations of Human Resource

Course Objectives:

- To develop knowledge base for understanding legal practices in Human Resource.
- To introduce various Indian laws related to labour, workers, employees etc.
- To give students insight into application of legal practices in Human Resource.

Course Outcomes:

On completion of the course, students will be able to –

CO No.	Course Outcome	Cognitive Level
CO 1	To Define the basic Legal Issues at Workplace.	1
CO 2	To Understand various Welfare and Social Security Provisions	2
CO 3	To Apply Legal Practices in Human Resource Management	3
CO 4	To Analyze Legal Issues in an Organization	4
CO 5	To Interpret various Legal Provisions of Labor Laws	5
CO 6	To Understand & Elaborate Legal Aspects in Human Resource Management	2,6

Course Contents:

Chapter 1	Introduction to Legal Aspects at Workplace	No. of Lectures
	1.1 Employer, Employee, Rights of an Employee at Work Place. 1.2 HR Policy- Meaning and Its Importance 1.3 Legal Issues Related to HR in the Organisation	10
Chapter 2	Wages & Social Security	No. of Lectures
	2.1 Wages- Types, Legal Provisions 2.2 Bonus – Concept, Types, Legal Provisions 2.3 Gratuity- Concept, Legal Provisions 2.4 Provident Fund – Concept, Legal Provisions 2.5 ESI – Concept, Legal Provisions 2.6 Maternity Benefit – Legal Provisions	15
Chapter 3	Standing Orders & Disciplinary Proceedings	No. of Lectures
	3.1 Standing Orders – Meaning, Legal Provisions 3.2 Misconduct – Meaning, Types, Penalties 3.3 Procedure for taking disciplinary action (Charge sheet, Show Cause Notice, Domestic Enquiry, Principles of Natural Justice) 3.4 Drafting of - Charge sheet, Notice of enquiry, Show cause Notice, Termination Order	15
Chapter 4	The Child Labour (Prohibition and Regulation) Act, 1986	No. of Lectures
	4.1 Introduction – Objectives and Scope of Act, Definitions. 4.2 Prohibition of Employment of Children in Certain Occupations and Processes. 4.3 Regulation of Condition of Work of Children 4.4 Miscellaneous Provisions and Penalties 4.5 International Program on the Elimination of Child Labour	15
Experiential Learning		No. of Lectures
Visit to the Labour Court / Industrial Court / Industrial Tribunal		05
Total No. of Lectures		60

Note: Legal provisions should be taught with latest amendments.

Experiential Learning:

Application of legal provisions to real situation is very important. To get the hands-on experience of this, students are encouraged to follow any one case in Labour court / Industrial Court / Industrial Tribunal and to interact with concerned lawyer in order to get acquainted with the court proceedings.

Recommended Books:

1. Bare Acts.
2. Legal Aspects in Human Resources – Dr. Shital Mantri, Gurmeet Kaur Rajpal
3. Industrial Law - P.L. Malik
4. Labour Laws- Taxman
5. Labour & Industrial Laws-S.K. Puri
6. Labour & Industrial Laws-Goswami V.G.
7. Labour & Industrial Laws- Mishra S.N.
8. Labour & Industrial Laws- K.M. Pillai

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T.Y. BBA (SEMESTER - VI)
(2023 Course under NEP 2020)

Course Code: 23BaHrmU6202

Course Name: Compensation Management

Course Type: Major Electives (Elective IV)

Teaching Scheme: TH: 4 Hours/Week

Credits: 4

Examination Scheme: CIA: 40 Marks

End-Sem: 60 Marks

Prerequisites of the Course:

1. Students should aware of concept of compensation, wage and salary.
2. Students should know concepts of benefits, incentives, social security.

Course Objectives:

1. To equip students with knowledge of compensation, Components of compensation, Wage theories
2. To understand details about types of benefits, incentives, Social security schemes.
3. To make students understand new emerging trends in compensation management.

Course Outcomes:

On completion of the course, students will be able to –

CO No.	Course Outcome	Cognitive Level
CO1	To study the definition, objectives, and components of compensation management, including salary structures and wage determination.	1
CO2	To Demonstrate concepts of employee incentives, benefits,	2
CO3	To Identify different social security schemes related to Employees	3
CO4	To understand application of technology and AI on modern compensation practices and the evolving role of HR managers	1,3
CO 5	To Analyze impact of technology on compensation management	4

Course Contents:

Chapter 1	Introduction to Compensation Management	No. of Lectures
	1.1 Meaning, Definition and objectives of Compensation Management 1.2 Components of Compensation 1.3 Factors affecting Compensation Policy 1.4 Advantages of Compensation 1.5 Meaning of salary and wage – Cost and productivity relation 1.5.1 Wage structure – Cost Minimum wage, Living wage, fair wage, 1.5.2 Methods of wage payment 1.5.3 Theories of wages – Marginal productivity theory, Collective Bargaining theory, standard of living theory, Wage Fund Thoery 1.6 Executive Compensation 1.7 Understanding Salary Slip 16	15
Chapter 2	Employee Incentives and Benefits Management	No. of Lectures
	2.1 Concept of Incentives 2.1.1 Meaning and Types of Incentives 2.1.2 Formulation of good Incentive scheme 2.2 Fringe Benefits 2.2.1 Meaning and types of Benefits 2.2.2 Making benefit programs effective	15
Chapter 3	Understanding the Basics of Social Security	No. of Lectures
	3.1. Concept of Social Security: 3.2 Introduction to Provident Fund 3.3 Employees State Insurance 3.4 Gratuity 3.5 Superannuation 3.6 Bonus 3.7 Reward Systems	15
Chapter 4	Emerging Trends in Compensation Management	No. of Lectures

	4.1 Use of technology in compensation management 4.2 Different softwares available for compensation management 4.3 Use of AI to improve compensation management 4.4 Impact of Use of AI on role of HR manager	12
Experiential Learning	Preparing form 16 activity for students	03
Total No. of Lectures		60

Recommended Books:

1. Human Resource Mangement by L.M. Prasad Sultan Chand & Sons
2. HR Operations by Dr. Jyoti prasad Bhanage , Dr., Reshma Ramnath Kabugade
3. Personnel AND Human Resource Management by A M Sarma Himalaya Publishing House
4. Human Resource Mangement By Biswajet Pattanay
5. Personnel and Human Resouce Management by P. Subba Rao , Himalaya Publishing House
6. Human Resource Managemnt by K. aswathappa

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T. Y B.B.A (SEMESTER - VI)
(2023 Course under NEP 2020)

Course Code: 23BaBbaU6301

Course Name: Indian Economic Environment

Course Type: Minor Paper V

Teaching Scheme: TH: 4 Hours/Week

Credits: 4

Examination Scheme: CIA: 40 Marks

End Sem: 60 Marks

Prerequisites of the Course:

- Students have basic knowledge of economics.
- Students have knowledge of Indian economy with different aspects such as agriculture, industry, banking and finance and external sector.
- Students know the role of India's Economy in present era.

Course Objectives:

- To understand the Indian economy's structure and performance its sectors, including industries, institutions and analyze its performance i.e. growth and employment.
- Examine India's economic policies and reforms including liberalization, privatization and globalization.
- Analyze India's economic challenges, including inequality and environmental degradation and opportunities including demographic dividend and infrastructure development
- Understand India's role in the global economy trade and investment relationships with other countries and analyze its role in global economic institutions, including the WTO and BRICS.

Course Outcomes:

On completion of the course, students will be able to –

CO No.	Course Outcome	Cognitive Level
CO1	Analyze growth and to show structural changes of Indian economy since economic reforms.	4
CO2	To summarize agriculture sector including Pricing, Finance and Marketing.	2
CO3	Examine role and structure industries i.e. PSEs, MSMEs and discuss problems of small scale entep.	3
CO4	Analyze recent trends in service sector including Banking, Insurance, Healthcare and Tourism.	4

CO5	Examine External Sector I.e. Foreign Trade, BOPs, FDI, FII and SAARC, BRICS, ASEAN and WTO and its impact on India's economy.	5
CO6	Assess and examine Money and Capital Market & Role of RBI	6

Course Contents:

Chapter 1	Introduction to Agricultural Sector	No. of Lectures
	1.1. Characteristics of the Indian Economy, Trends and Structure, 1.2. Growth and Structural Change in the Indian Economy Since 1990: Agriculture, Industry & Service Sector 1.3. Agriculture: 1.3.1. Technological Changes in agriculture 1.3.2. Agricultural Pricing 1.3.3. Agricultural Finance 1.3.4. Agricultural Marketing 1.3.5. National Agricultural Policy	14
Chapter 2	Industrial Sector	No. of Lectures
	2.1. Growth and Pattern of Industrialization Since 1991 2.2. Industrial Policy of 1991 2.3. Public Sector Enterprises and Disinvestment Policy 2.4. Micro, Small and Medium Enterprises: Meaning 2.4.1. Small Scale Enterprises: Problems and Prospects	12
Chapter 3	Service Sector and External Sector	No. of Lectures
	3.1. Service Sector : 3.1.1. Nature and scope of service industry and Unemployment Indicators 3.1.2. Recent trends in Banking Industry, Insurance Industry, Healthcare Industry and Tourism Industry 3.2. External sector: 3.2.1. Structure and directions of Foreign Trade 3.2.2. India's Balance of payments since 1991 3.2.3. Foreign Direct Investment 3.2.4. Foreign Institutional Investors 3.3.5. Transnational companies in India 3.3.6. SAARC, BRICS, ASEAN and WTO: Role and its Impact on India's economy.	14
Chapter 4	Money and Capital Market & Banking	No. of Lectures

	4.1. Money market: Meaning and its features 4.2. Monetary policy of RBI 4.3. Commercial Banks: Progress in India 4.4. Capital Markets: Meaning, features and its Developments 4.5. SEBI and its functions.	12
Experiential Learning		No. of Lectures
Assignments, Group Discussions, Project.		08
Total No. of Lectures		60

Recommended Books:

- India's Economy and Growth – Nayak, P.B & Goldar – Sage Publications
- India's Financial Sector – An Era of Reforms Sharan, V. - Sage Publications
- India's Liberalisation Experiences: Hostage to WTO? – Karmarkar, S & Rajiv Kumar - Sage Publications
- The Indian Economy: An Macroeconomic Perspective – Banik N - Sage Publications
- Urbanisation in India: Challenges, Opportunities, and the Way Forward – Ahuwalia, I & Kanbur - Sage Publications
- India's Economic Reforms & Development – Vidyanathan A.