

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 2026-27)

Semester V (Third Year)

Course Type	Course Code	Course Title	Credits		Teaching Scheme Hrs./Week		Evaluation Scheme and Max Marks		
			TH	PR	TH	PR	CIE	ESE	Total
Major Core T(2+2+2+2 or 4 + 2+2 or 4 + 4) P(2+2 or 4)	24BaHrmU5601	Human Resource Management In Service Sector	4		4		40	60	100
	24BaHrmU5602	Organizational Change and Development	4		4		40	60	100
	24BaHrmU5603	Human Capital Management	2		2		20	30	50
	24BaBbaU5604	Entrepreneurship Development	2		2		20	30	50
Major Elective (T/P) (2+2 or 4)	24BaHrmU5201	Business Ethics In Human Resource Management	4		4		40	60	100
	24BaHrmU5202	Labor Economics	4		4		40	60	100
VSC P(2)	24BaHrmU5501	Lab Course on HR Analytics		2		4	20	30	50
FP (2)	24BaHrmU5001	Field Project II		2		4	20	30	50
Minor (T/P) (2)	24BaBbaU5301	Indian Economic Environment	2		2		20	30	50
Total			18	04	18	08			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)
(2024 Course under NEP 2020)

Course Code: 24BaHrmU5601

Course Name: Human Resource
Management in Service Sector

Course Type: Major Core

Teaching Scheme: TH: 4 Hours/Week

Credit: 4

Examination Scheme: CIA: 40 Marks

End-Sem: 60 Marks

Prerequisite Courses:

- General understanding of HR concepts and functions
- Awareness about the concepts such as market, product service and customer.

Course Objectives:

The objective of this course is to help the students to develop an understanding of the Human Service Management in service sector organization and challenges faced by HRM in service sector. It also helps to analyze the significance of Human element in creating customer satisfaction through service quality.

Course Outcomes:

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

Co. No.	Course Outcome	Cognitive Level
CO1	Understand the concept of service and service sector organization.	2
CO2	Relate concept of HRM in service sector.	1
CO3	Assess growing importance of HRM in service sector	5
CO4	Analyze the significance of human element in creating customer satisfaction through service quality	4
CO5	Discuss the Issues and Challenges of HRM in various service sector organization.	6
CO6	Develop HR practices for employee empowerment and customer satisfaction	3

Course Contents:

Chapter 1	Introduction of Service sector management	No of Lectures
	1.1 Services 1.1.1 Meaning, Definition and Features of Services 1.1.2 Classification of Services 1.2 Service Sector Management 1.2.1 Meaning and Significance of the Service Sector 1.2.2 Reasons for Growth of the Service Sector 1.3 Service Organization 1.3.1 Layout and Design of Service Organizations and Their Importance 1.4 Servicescape 1.4.1 Meaning and Definition of Servicescape 1.4.2 Role of Servicescape in Service Organizations 1.5 Service Culture in Organizations 1.5.1 Role of Service Employees 1.5.2 Role of Customers in the Service Process 1.6 Moment of Truth / Service Encounter 1.6.1 Meaning and Nature of Service Encounter (Moment of Truth) 1.6.2 Elements of Service Encounter	14
Chapter 2	Managing human element in service sector	
	2.1 Human Element in Service Sector 2.1.1 Introduction, Role and Significance of the Human Element 2.1.2 The Services Marketing Triangle 2.2 Frontline Employees (Boundary Spanners) 2.2.1 Meaning and Role 2.2.2 Issues Faced by Frontline Employees 2.3 Emotional Labour 2.3.1 Meaning and Concept of Emotional Labour 2.3.2 Strategies for Managing Emotional Labour 2.4 Recruitment and Selection in Service-Based Organizations 2.5 Compensation and Reward Structure in Service Organizations 2.6 Performance Management – Motivating Employees in Services 2.7 Attrition in Service Sector – Retaining the Best Employees	12

Chapter 3	Employee Empowerment and Quality issues in Services	No. of Lectures
	3.1 Employee Empowerment 3.1.1 Meaning and Definition of Employee Empowerment 3.1.2 Advantages and Limitations of Employee Empowerment 3.2 Service Quality 3.2.1 Meaning and Dimensions of Service Quality 3.2.2 Quality Issues in Services 3.3 The Service Gap Model 3.3.1 Reasons for Service Gaps 3.3.2 Strategies to Fill the Service Gaps	12
Chapter 4	Issues and Challenges of HRM in service sector	
	4.1 Issues and Challenges of HR in Specific Service Sectors 4.1.1 Business and Professional Services: 4.1.1.1 Banking and Insurance 4.1.1.2 Legal and Accountancy Services 4.1.2 Infrastructure Services: 4.1.2.1 Roads, Railways, Power sector 4.1.3 Public Services: Police, Defence, Disaster Management 4.1.4 Trade Services: Wholesale and Retail, Advertising, Maintenance and Repair Services 4.1.5 Personal Services : Education, Health Care, Hotels and Hospitality 4.1.6 Social and Charitable Services 4.2 Globalization of Services 4.2.1 Impact of Globalization on the Indian Service Sector	14
	Experiential Learning	No. Of Lectures
	- Students are encouraged to take up live projects in service industry or service industry experts are invited for conducting guest lectures in order to acquaint students to align their theoretical knowledge and its application - Service Industry based live projects allow students to gain valuable work experience while they are still studying in college. They pave way for self-empowerment through skill building and hands-on-training.	4
	Case Study	No. Of Lectures
	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.	4

	Predict outcomes and consequences.	
	Total No. of Lectures	60

Recommended Books:

1. HRM in Service Sector management by Rakhi Bhattacharya and Rajiv S Mishra by Himalaya Publishing House
2. Human Resource Management In Service Sector Management by Prerana Sharma & Parveen Nagpal Sixth Revised Edition By Vipul Prakashan
3. Human Resource Management in Service Sector By Dr. Abhijit Sahu and A. K. Tiwari
4. HRM IN Service Sector Management by Archana Singh ,Simmy Jain and Rajvinder Kaur Hundal

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T. Y. B.B.A. (SEMESTER V)
(2024 Course under NEP 2020)

Course Code: 24BaHrmU5602

Course Name: Organizational Change and Development

Course Type: Major core

Teaching Scheme TH: 4 Hours/Week

Credits : 4

Examination Scheme: CIA: 40 Marks

End Sem : 60

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.

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

Course Outcomes:

Co.No.	Course Outcome	Cognitive Level
CO 1	Understand the basic concepts and importance of Organizational change.	1
CO 2	Describe the process, types, and levels of organizational change.	2
CO 3	Explain the concept, objectives, and process of Organizational Development (OD)..	2
CO 4	Analyze resistance to change and the role of a change agent in change management.	4
CO 5	Apply change management models such as Kurt Lewin's model and John Kotter's model .	3
CO 6	Evaluate Action Research and OD interventions for organizational improvement.	5

Course Contents:

Chapter 1	Introduction to Organizational Change	No. of Lectures
	1.1 Meaning of Change 1.1.1 Importance of Change 1.1.2 Forces for Change 1.1.2.1 External force 1.1.2.2 Internal force 1.2 Meaning of Organizational change 1.3 Characteristics of Organizational change 1.4 Goals of Organizational change 1.5 Types of organizational change 1.6 Process of organizational change 1.7 Levels of Organizational change 1.7.1 Individual level change 1.7.2 Group level Change 1.7.3 Organizational level change 1.8 Triggers for Change 1.4.1 External Forces 1.4.2 Internal Forces 1.9 Importance of Organizational change 1.10 Dynamics of Planned change 1.10.1 Meaning and definitions of Planned change 1.10.2 Advantages of Planned change 1.10.3 Disadvantages of Planned Change	15
Chapter 2	Introduction to Organizational Development	
	2.1 Meaning and definition of Organizational Development (OD) 2.2 Characteristics of Organizational Development 2.3 Objectives of Organizational Development 2.4 Process of Organizational Development 2.5 Significance of Organizational Development 2.6 Benefits of organizational Development 2.7 Limitations of Organizational Development 2.8 Difference between organizational change and organizational development 2.9 Values, assumptions and beliefs in OD	12
Chapter 3	Change Management and its model	
	3.1 Objectives of Change Management 3.2 Meaning of Change Agent 3.3 Resistance to change 3.3.1 Reasons / factors of Resistance to change 3.3.2 Managing Resistance to change 3.4 Models of Change Management 3.4.1 Kurt Lewin's Three-Step Model 3.4.2 Kotter's 8-Step Change Model 3.5 Challenges of Change Management	10
Chapter 4	Action Research and Organizational Development Intervention	No. of Lectures

	4.1 Meaning and definition of Action Research 4.2 Characteristics of Action Research 4.3 Action Research as Process 4.4 Action Research as an Approach 4.5 Advantages of Action Research 4.6 Disadvantages of Action Research 4.7 Managing OD Process 4.8 Diagnosis 4.8.1 Process of Diagnosis 4.9 Meaning and definition of OD intervention 4.10 OD intervention Examples 4.11 Characteristics or Features of OD intervention. 4.12 Types of OD intervention 4.13 Implementation of OD intervention.	15
Experiential Learning		No. Of Lectures
Students, in groups of five, will select an organization (business, nonprofit, 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.		8
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.
5. Organisational change and development Shami Singh Bhatia ,Minal Verma – Thakur Publication Pvt. Ltd.

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T.Y. B.B.A. (SEMESTER V)
(2024 Course under NEP 2020)

Course Code: 24BaHrmU5603

Course Name: Human Capital Management

Course Type : Major core

Teaching Scheme: TH: 2 Hours/Week

Credit: 2

Examination Scheme: CIA : 20 Marks

End-Sem : 30 Marks

Prerequisite Courses:

- Effective interpersonal skills.
- Ability to set and accomplish goals and work as a member of a team.

Course Objectives:

- To equip students with knowledge and skills necessary to effectively manage the organization's Human Capital and contribute to its success.
- To enable the students to understand various perspectives of Human Capital Management, its functions and the processes associated with it.

Course Outcomes:

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

Co No.	Course Outcome	Cognitive Level
CO 1	To understand the concept of Human Capital and identify the factors determining Human Capital.	1, 2
CO 2	Describe the importance, significance, benefits of Human Capital Management and differentiate between HCM and HRM.	2 , 4
CO 3	Understand and explain the concept, need, and process of Talent Management.	2
CO 4	Analyze the causes and consequences of Talent Attrition and suggest remedial measures.	4
CO 5	Understand the concept, elements, and benefits of Employee Engagement.	2
CO 6	Evaluate the methods of measuring Employee Engagement and examine the role of HR in enhancing engagement.	5

	Experiential Learning	No. Of Lectures
	HRM Case lets 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 consequence	4
	Total No. of Lectures	30

Course Content

Chapter 1	Introduction of Human capital and Human Capital Management	No.of Lectures
	1.1 Meaning and concept of Human Capital 1.1.1 Factors Determining Human Capital 1.1.2 Ways to increase Human Capital 1.1.3 Importance of Human Capital 1.2 Human Capital Management 1.2.1 Meaning and concept of Human Capital Management 1.2. 2 Significance of Human Capital Management 1.2. 3 Importance of Human Capital Management 1.2. 4 Benefits of Human Capital Management 1.3 Difference between Human Capital Management and Human Resource Management	10
Chapter 2	Introduction to Talent Management	
	2.1 Talent Management 2.1.1 Meaning and Concept of Talent Management 2.1.2 Need for Talent Management. 2.2 Talent Management Process 2.3 Talent Attrition 2.3.1 Causes of Talent Attrition 2.3.2 Consequences of Talent Attrition 2.4 Talent Retention 2.5 Remedial Measures for Managing Talent.	8
Chapter 3	Introduction to Employee Engagement	

	3.1 Employee Engagement 3.1.1 Definition of Employee Engagement 3.1.2 Elements of Employee Engagement 3.1.3 Benefits of Employee Engagement 3.2 Measuring Employee Engagement 3.3 Challenges in measuring employee Engagement 3.4 Role of HR in Employee Engagement	8
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Recommended Books:

1. Jack Fitz-Enz The ROI of Human Capital : Measuring the Economic Value of Employee Performance
2. Dr. S Marriadoss and Dr. V Bastin Jerome Human Capital Management
3. Catherine Bailey, David Mankin, Clare Kelliher, Thomas Garavan The Workforce Scorecard: Managing Human Capital To Execute Strategy
4. Baron, A., & Armstrong, M.. Human Capital Management- achieving Added Value through People. Kogan Page.
5. Human Capital & Development-The Indian perspective by N.S.Siddharthan, K.Narayanan, Springer publication
6. Developing Human Capital – by Gene pease, Bonnie Beresford, Lew walker Wiley publication

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T.Y. BBA (SEMESTER – V)
(2024 Course under NEP 2020)

Course Code: 24BaBbaU5604

Course Name: Entrepreneurship Development

Course Type: Major Core 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	
	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	
	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		
Students will identify a business idea and conduct a business in a college for one day.		02
Total No. of Lectures		30

Experiential Learning:

Students will identify a business idea and conduct a business in a college for one day.

Students should prepare report on the same business idea. The format of report is as follows:

Chapter-1- Introduction:

- Product details
- Brand name
- Group member details (role played by each member)
- Investment details
- Photographs of activity

Chapter: 2- Costing

- Prepare a detailed cost sheet.
- Net Profit ratio and return on investment.
- Chapter-3- Details of Promotion strategy adopted

- Attach a copy of your print advertisement.

Chapter 4- Conclusion

- Give details of the experiential learning derived from this activity.

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)
(2024 Course under NEP 2020)**

Course Code: 24BaHrmU5201

Course Name: Business Ethics in Human Resource
Management

Course Type: Major Elective

Teaching Scheme: TH 4 Lectures/Week

Credit: 04

Examination Scheme: CIA: 40 Marks

End-Sem: 60 Marks

Prerequisites of Course:

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

Course Objective:

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.

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

Course Content:

CO. No.	Course Outcome	Cognitive Level
CO 1	To study Concept of Ethics and Business Ethics	1
CO 2	To provide students with a comprehensive understanding of ethical principles and their application within HRM	1,3
CO 3	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
CO 4	To evaluate ethical practices and issues like employee rights, privacy, discrimination, workplace safety, and the roles of different parties in encouraging unethical behavior	5
CO 5	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	
	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	
	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 HR Practices	
	4.1 Basic Human Rights 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)
(2024 Course under NEP 2020)

Course Code: 24HrmU5202

Course Name: Labor Economics

Course Type: Minor Mandatory

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 concept of Labor.
- Students have known about Labor as one of the factor of production.

Course Objectives:

- To enable students understand the nature of Indian labor.
- To understand the students nature of Indian labour market.
- To understand the students Theories of Wages and wage determination in different sectors.
- To identify and explain key labor market issues, including migration, absenteeism and labor turnover.
- To understand various issues like Child Labour, Contract Labour and Problems of Women in working area.

Course Outcomes:

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

CO No.	Course Outcome	Cognitive Level
CO1	Define labour concept and explain the nature, scope and importance of Labor Economics and outline features of Indian Labour.	1,5,2
CO2	Explain Wage Theories and elaborate features of labour policies	5,6
CO3	Classify wage determination under organized and unorganized sectors.	4

CO4	Define migration and identify causes of migration.	1,3
CO5	Explain Absenteeism & labor turnover its causes, effects and its remedies.	5
CO6	Analyze reforms in Labor Market in India like Child Labour, Contract Labor & Problems Female Worker in India.	4

Course Contents:

Chapter 1	Introduction of Labour Economics.	No. of Lectures
	1.1. Meaning, Significance & Peculiarities of Labor. 1.2.. Nature, Scope & Importance of Labor Economics. 1.3. Characteristics of Indian Labour Market.	12
Chapter 2	Wage Determination – Theories and Policies	
	2.1. Marginal Productivity Theory, Theory of Collective Bargaining, Modern Theory of Wages. 2.2. Minimum Wage and Fair Wage 2.3. Wage Determination in Organized and Unorganized Sector. 2.4 Evolution and Features of Wage Policy in India.	12
Chapter 3	Migration, Absenteeism and Labour Turnover	
	3.1. Migration: Concept, causes of migration. 3.2. Approaches to Labour Migration – Trends and Effects of Migration 3.3. Absenteeism of Industrial Labour in India, Causes, Effects And Remedies. 3.4. Labor Turnover: Concept and Causes of Low Labor Turnover in India, Trends in Labor Turnover in India.	15
Chapter 4	Reforms of Labour Market in India	
	4.1. Child Labour Policy in India 4.2. Problems and Policy of Female Workers in India. 4.3. Labour Relations in India 4.4. Contract Labour 4.5. Review of Labour Laws in India and Labour Law Amendment (2016-17)	12
Experiential Learning	Assignments, Project, Case study and Classroom Discussions.	09
	Total 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) Labour, Empolymment 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. BBA (SEMESTER – V)
(2024 Course under NEP 2020)

Course Code: 24BaHrmU5501

Course Name: Lab Course on HR Analytics

Course Type: VSC Major Specific Practical

Teaching Scheme: : PR 4 Lectures/Week **Credit:** 02

Examination Scheme: CIA: 20 Marks **End-Sem:** 30 Marks

Prerequisites of Course:

- Basic understanding of Human Resource Management

Course Objectives:

- To familiarize with the concept of HR analytics.
- To create a conceptual understanding of Data Analytics in HR.
- To familiarize students with the Talent Acquisition in Organisations.

Course Outcomes: On Completion of the Course, Student will be able to -

Co No.	Course Outcome	Cognitive Level
CO 1	Define the basic concept of HR Analytics	1
CO 2	Understand various tools and methodology in HR analytics	2
CO 3	Apply data Analytics in HR	3
CO 4	Analyze HR data using HR Analytics	4
CO 5	Evaluate HR data using HR Analytics for decision making	5
CO 6	Understand & Develop Talent Acquisition in organizations.	2,6

Course Contents:

Chapter 1	Introduction to HR Analytics	No. of Lectures
	1.1 Introduction to HR Analytics 1.2 Types of HR Analytics 1.3 Scope and importance of Hr analytics 1.4 Changing role of HR Professionals in HR Analytics 1.5 HR Analytics- Linkage to Organizational outcome	16
Chapter 2	Understanding HR Analytics	
	2.1 Concept of HR Data and Importance of HR Data 2.2 HR data Sources 2.3 Process of HR Analytics 2.4 Methods and tools for HR Analytics 2.5 Key HR metrics, How to calculate HR metrics	12
Chapter 3	Talent Acquisition Analytics	
	3.1 Introduction to talent acquisition Analytics 3.2 Benefits of talent acquisition analytics 3.3 Components of talent acquisition analytics 3.4 How to use talent acquisition analytics 3.5 Common mistakes to avoid while using Talent Acquisition Analytics	12
	Experiential Learning	
	Practical Problems on HR Metrics & Practical Activities on HR Analytics	20
Total No. of Lectures		60

Experiential Learning:

Students are encouraged to interact with practical activities which involve calculating various HR Metrics using formulas by taking any organization of entity and give suitable recommendations on it.

Activity:

Students are directed to visit any industry from manufacturing or service sector or any organisation by focusing on HR aspects, will be encouraged to do following activities and appropriate calculations w.r.t.

- | | | |
|-----------------------------------|-------------------------------|------------------------------|
| 1. Recruitment Marketing Strategy | 5. Training Cost Per Employee | 9. Performance & Potential |
| 2. Exit Interviews | 6. Return on Investment | 10. Overtime Expenses |
| 3. Cost Per Hire | 7. Time to Hire | 11. Employee Satisfaction |
| 4. Skill Gap Analysis | 8. Early Turnover | 12. Leadership Effectiveness |

Recommended Books:

1. Rama Shankar Yadav & Sunil Maheshwari, HR Analytics, Wiley, 2021.
2. Pratyush Banerjee, Jatin Pandey & Manish Gupta, HR Analytics: Practical
3. Applications of HRAnalytics, Sage, 2019.
4. Dipak Kumar Bhattacharya, HR Analytics, Sage, 2017.
5. Ramesh Soundrarajan & Kuldeep Singh, Winning on HR Analytics, Sage, 2017.
6. Nishant Uppal, Human Resource Analytics, Pearson, 2021.
7. Bharti Motwani, HR Analytics: Practical Approach Using Python, Wiley, 2021.

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T.Y.B.B.A. (SEMESTER V)
(2024 Course under NEP 2020)

Course Code: 24BaBbaU5301

Course Name: Indian Economic Environment

Course Type: Minor Mandatory

Teaching Scheme: TH: 2 Lectures/Week

Credit: 02

Examination Scheme: CIA: 20 Marks

End-Sem: 30 Marks

Prerequisite Courses:

- Students have basic knowledge of economics.
- Students have knowledge of Indian economy with different aspects such as agriculture, industry, banking and finance.
- Students' knows 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 economic trade and investments.

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

Co No.	Course Outcome	Cognitive Level
CO1	Analyse recent developments in Indian economy since 2000.	4
CO2	To summarize agriculture sector including Pricing, Finance and Marketing.	2
CO3	Examine Industrial Policy since 1991 to till 2022.	3
CO4	Analyze recent trends in Monetary, fiscal and foreign trade policy	4
CO5	Examine the structure, growth and reforms in Money and Capital Market.	3

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
- The Indian Economy: An Macroeconomic Perspective – Banik N - Sage Publications
- Urbanisation in India: Challenges, Opportunities, and the Way Forward – Ahuwalia, I & Kanbur - Sage Publications

Chapter 1	Recent Developments in Indian Economy Since 2000	No. of Lectures
	1.1. Characteristics of Indian Economy 1.2. Role of Social infrastructure with reference to Education, Health and Family welfare, 1.3. Sustainable Development Goals 1.4. Foreign Direct Investments and Multinational Corporations 1.5. Demonetisation and Goods and Service Tax 1.6. Growth and Structural Change in the Indian Economy Since 1990: Agriculture, Industry & Service Sector	08
Chapter 2	Sectorial Development in Indian Economy.	
	2.1 Agricultural Pricing: Meaning, types and Objectives 2.2. Agricultural Finance: Role of Co-operatives, RRB'S and NABARD- objectives and functions 2.3. National Agricultural Policy 2000 2.4. Agricultural Marketing: Meaning, Objectives & Challenges, 2.5 Industrial Policy of 1991 – features Atmanirbhar Bharat (Self-Reliant India) Initiative (2020) 2.6 Foreign trade policy- Meaning and objectives ,Recent Foreign trade policy	10
Chapter 3	Monetary and Financial sector Reforms in India	
	3.1. Banking Sector: Monetary policies- Objectives, recent monetary policy 3.1.1. Digital Transformation – Challenges and Issues. 3.2. Financial Inclusion-Micro finance and MUDRA Yojana 3.3. Money Market: Structure, Features and reforms. 3.4. Capital Market: Structure, Features and reforms.	08
	Experiential Learning	
	Assignments, Group Discussions, Project & Viva Voce	04
Total No. of Lectures		30

- India's Economic Reforms & Development – Vidyanathan A.
- Indian Economy Ramesh Singh – McGraw Hills Education – 2013 14th Edition
- Indian Economy: Performance and Policies – Uma Kapila – Academic Foundation 2022 23rd Edition
- Indian Financial System – M.Y.Khan – McGraw Hill Education -2023 14th Edition

Semester VI (Third Year)

Course Type	Course Code	Course Title	Credits		Teaching Scheme Hrs./Week		Evaluation Scheme and Max Marks		
			TH	PR	TH	PR	CIE	ESE	Total
Major Core T(2+2+2+2 or 4+2+2 or 4+4) P(2+2 or 4)	24BaHrmU6601	Strategic Human Resource Management	4		4		40	60	100
	24BaHrmU6602	Emerging Trends in Human Resource Management	4		4		40	60	100
	24BaHrmU6603	Compensation Management	2		2		20	30	50
	24BaBbaU6604	Fundamentals of e-Commerce	2		2		20	30	50
Major Elective (T/P) (2+2 or 4)	24BaHrmU6201	Legal Aspects in Human Resource Management	4		4		40	60	100
	24BaHrmU6202	International Human Resource Management	4		4		40	60	100
VSC P(2)	24BaHrmU6501	Lab Course on Corporate Governance		2		4	20	30	50
OJT (2)	24CpCopU6004	On Job Training		4		8	40	60	100
Total			16	06	16	12			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. B.B.A. (SEMESTER VI)
(2024 Course under NEP 2020)

Course Code: 24BaHrmU6601

Course Name: Strategic Human Resource Management

Course Type: Major Course

Teaching Scheme TH: 4 Hours/Week

Credits: 4

Examination Scheme: CIA: 40 Marks

End Sem: 60 Marks

Prerequisite Courses:

- 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, student will be able to –

Co No.	Course Outcome	Cognitive Level
CO 1	Understand the concepts of strategy and SHRM.	1
CO 2	Analyze the Difference Between Traditional HRM and Strategic HRM (SHRM)	4
CO 3	Describe HR strategy and its integration with business strategy.	2
CO 4	Analyze SHRM models like the Fombrun Model of HRM and the Harvard Model of HRM.	4
CO 5	Apply strategic HR practices in recruitment and retention.	3
CO 6	Evaluate HR strategies for flexible work and QWL.	5

Course Contents:

Chapter 1	Introduction to Strategy and Strategic Human Resource Management.	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 1.1.3.1 Corporate Strategy 1.1.3.2 Business Strategy 1.1.3.3 Functional Strategy 1.2 Importance of Strategy 1.3 Strategic Human Resource Management 1.4.1 Meaning and definition of SHRM 1.4.2 Nature of SHRM 1.4.3 Aims of SHRM 1.4.4 Objectives of SHRM 1.4.5 Need of SHRM 1.4.6 Importance of SHRM 1.4.7 Barriers to SHRM 1.4.8 Overcoming Barriers of SHRM 1.4 Difference in traditional HRM and SHRM. 1.5 SHRM Approaches 1.5.1 Universalistic Approach 1.5.2 Contingency Approach 1.5.3 Configurational Approach	12
Chapter 2	Introduction to HRM Strategy : Need and Development	
	2.1 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 Development of HR strategy 2.6 Delivering and Implementation of HR strategy 2.7 Barriers to implementation of HR strategies 2.8 Guidelines for Effective HR strategy implementation	10
Chapter 3	Strategic Role of Human Resource Management and Models of SHRM	
	3.1 Strategic Role of HR 3.1.1 The Strategic Nature of HR 3.1.2 The Strategic Business Partner Model	

	3.1.3 The Strategic Role of HR directors 3.1.4 The Strategic Role of Heads of HR Function 3.1.5 The Strategic Role of HR business partner 3.1.6 The Strategic Contribution of HR adviser or Assistants 3.2 Models of SHRM: 3.2.1 Fombrun model 3.2.2 The Harvard Model	15
Chapter 4	Strategies in functions of HRM:	
	4.1 Strategic Workforce Planning 4.1.1 Meaning and Importance of Workforce Planning 4.2 Recruitment and Retention Strategies 4.2.1 Online Recruitment (E-Recruitment) 4.2.1.1 Meaning and Significance of E-Recruitment 4.2.1.2 Advantages and Limitations of E-Recruitment 4.2.1.3 Role of AI and Automation in E-Recruitment 4.2.3 Headhunting 4.2.3.1 Meaning and Importance of Headhunting 4.2.3.1 Process of Headhunting 4.2.4 Employee Referral Programs 4.2.4.1 Promoting an Employee Referral Program 4.2.4.2 Benefits and Limitations of Employee Referral 4.3 Flexible Work Arrangements 4.3.1 Types and Benefits 4.4 Remote Work and Hybrid Work Models 4.5 Quality of Work Life (QWL) 4.5.1 Meaning and Importance 4.5.2 Techniques for Improvement 4.6 Performance Management Strategies 4.7 Compensation and Reward Strategies	15
Experiential Learning		No. Of Lectures
HRM Case lets		8
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)
(2024 Course under NEP 2020)

Course Code: 24BaHrmU6602

Course Name: Emerging Trends in Human
Resource Management

Course Type: Major core

Teaching Scheme: TH: 4 Hours/Week

Credit: 4

Examination Scheme: CIA: 40 Marks

End-Sem: 60 Marks

Prerequisite Courses:

- Basic understanding of concept of HRM and HRM Functions.
- Basic Knowledge about AI and new technology.
- Awareness about concept of Globalization.

Course Objectives:

The objective of this course is to help the students to develop an understanding of the Emerging trends in Human Resource Management such as HRIS, AI in HRM, impact of globalization in HRM. This syllabus also develops understanding of advantages and disadvantages of these emerging trends and challenges faced by HRM in adapting these new emerging trends.

Course Outcomes:

On completion of the course, student will be able to

Co. No.	Course Outcome	Cognitive Level
CO1	Find different emerging trends in human resource management.	1
CO2	Demonstrate different emerging trends such as HRIS, HR Analytics, AI in HRM, Trends in employee wellbeing	2
CO3	Study application of different emerging trends in HRM	3
CO4	Analyze advantages and disadvantages of different new emerging trends	4
CO5	Assess the challenges faced by HRM in adapting to new emerging trends	5

Chapter 1	Human Resource Information System (HRIS)	No. of Lectures
	1.1 Human Resource Information System – 1.1.1 Meaning and definition of HRIS, 1.1.2 Advantages of HRIS 1.2 Database Concept, Data management for HRIS, Implementation of HRIS – 1.2.1 Planning to implement HRIS 1.2.2 Steps to implement HRIS, 1.2.3 Security and privacy in HRIS. 1.2.4 Applications of HRIS – 1.2.4.1 Personnel Record maintenance, compliance, MIS and Payroll management 1.3 Future of Human Resource Information System 1.4 Software Packages available in market for HRIS 1.5 HR Analytics 1.5.1 Concept of HR Analytics, 1.5.2 Scope of HR analytics	16
Chapter 2	Role of Technology in HRM	
	2.1 Technology in HRM – 2.1.1 Role of technology in HRM, 2.1.2 Advantages of technology in HRM, 2.1.3 Changing role of HR due to technology 2.2 Managing Remote work – 2.2.1 Concept of remote work, 2.2.2 Methods to manage remote work, 2.2.3 Managing decentralized Workplaces, 2.2.4 concept of digital tracking. 2.3 AI in HRM – 2.3.1 Role of AI in HRM, 2.3.2 Challenges for HRM in AI 2.4 Upskilling and reskilling of Employees – Concept 2.4.1 Need of continuous upskilling and Reskilling of Employees.	12
Chapter 3	Recent trends in Employee Well Being	No. of Lectures
	3.1 Mental Health- 3.1.1 Concept of stress, 3.1.2 Causes of Stress, 3.1.3 Different ways of managing stress,	12

	3.1.4 Concept of mindful working for mental health 3.2 Work life Balance – 3.2.1 Concept of work life balance, Importance, 3.2.2 Different HR practices to provide work life balance, 3.2.3 Concept of work life integration 3.3 Employee Satisfaction – 3.3.1 Concept of Employee satisfaction, 3.3.2 Traditional approach of employee satisfaction, 3.3.3 Modern approach of employee satisfaction, 3.3.4 Challenges faced by HR manager in providing job satisfaction.	
Chapter 4	Globalization in HRM	
	4.1 Global HRM - 4.1.1 Meaning and concept of Global HRM, 4.1.2 Factors influencing Global HRM, 4.1.3 Role and Responsibilities of HR manager In Global Context, 4.1.4 Challenges of Global HRM. 4.2 Dealing with Cultural Differences- 4.2.1 Meaning of cross-cultural sensitivity, 4.2.2 Factors influencing cross cultural sensitivity, 4.2.3 Multicultural teams, 4.2.4 Role of HRM in Cross cultural Management 4.3 Adhering to diverse employment and labour laws in multinational companies.	12
	Experiential Learning	No. Of Lectures
	- Students are encouraged to take up live projects in industry or industry experts are invited for conducting guest lectures in order to acquaint students to align their theoretical knowledge and its application. - Industry based live projects allow students to gain valuable work experience while they are still studying in college. They pave way for self-empowerment through skill building and hands-on-training.	4

	Case Study	No. Of Lectures
	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.	4
	Total No. of Lectures	60

Recommended Books:

1. Personnel And Human Resource Management by A M Sarma by Himalaya Publishing House.
2. Human Resource Management Principles and functions by Dr. Dhananjay B Bagul & Sarika Sagar by Thakur Publishers Pune.
3. Human Resource Practices by Moon Paiithankar by Thakur Publishers Pune.
4. Human Resource Management by L. M. Prasad by Sultan Chand And Sons Educational publishers

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T.Y. BBA (SEMESTER - VI)
(2024 Course under NEP 2020)

Course Code: 24BaHrmU6603

Course Name: Compensation Management

Course Type: Major Core

Teaching Scheme: TH: 2 Hours/Week

Credits: 2

Examination Scheme: CIA: 20 Marks

End-Sem: 30 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	Understand the basic concepts and components of compensation management..	1
CO2	Describe wage theories, incentive systems and social security schemes.	2
CO3	Apply compensation concepts in interpreting salary structures and statutory benefits	3
CO4	Analyze emerging trends and technological developments in compensation management.	4

Course Contents:

Chapter 1	Fundamentals of Compensation Management	No. of Lectures
	1.1 Meaning, Definition and Objectives of Compensation Management 1.2 Components of Compensation (Salary, Wages, Incentives, Benefits) 1.3 Factors Affecting Compensation Policy 1.4 Meaning of Salary and Wage 1.4.1 Concept of Minimum Wage 1.4.2 Living Wage 1.4.3 Fair Wage 1.5 Methods of Wage Payment 1.6 Theories of Wages 1.6.1 Marginal Productivity Theory 1.6.2 Collective Bargaining Theory 1.6.3 Standard of Living Theory 1.6.4 Wage Fund Theory	10
Chapter 2	Employee Incentives and Social Security	
	2.1 Concept of Incentives 2.1.1 Meaning and Types of Incentives 2.1.2 Essentials of a Good Incentive Scheme 2.2 Fringe Benefits 2.2.1 Meaning and Types 2.2.2 Making Benefit Programs Effective 2.3 Basics of Social Security 2.3.1 Provident Fund 2.3.2 Employees State Insurance 2.3.3 Gratuity 2.3.4 Bonus 2.4 Introduction to Reward Systems	10
Chapter 3	Advanced and Emerging Aspects of Compensation	
	3.1 Executive Compensation 3.2 Understanding Salary Slip 3.3 Concept of Form 16 3.4 Use of Technology in Compensation Management 3.5 Role of AI in Compensation Management 3.6 Impact of Technology and AI on HR Managers	8
Experiential Learning	Preparing form 16 activity for the students	02
Total No. of Lectures		30

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. BBA (SEMESTER – VI)
(2024 Course under NEP 2020)

Course Code: 24BaBbaU6604

Course Name: Fundamentals of E-Commerce

Course Type: Major Mandatory

Teaching Scheme: TH 2 Lectures/Week **Credit:** 02

Examination Scheme: CIA: 20 Marks

End-Sem: 30 Marks

Prerequisite Courses:

- 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:

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	
	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	
	3.1 Traditional Payment System 3.2 Introduction to Electronic Payment System 3.3 Types of Electronic Payment Systems (B2C & B2B) 3.4 Third-Party Payment Processing, Payment Gateway 3.5 Risks of Electronic Payment System 3.6 Security measures for online transactions 3.7 Role of RBI in Digital Transactions	10
	Experiential Learning	
	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)
(2024 Course under NEP 2020)

Course Code: 24BaHrmU6201

Course Name: Legal Aspects in Human
Resource Management

Course Type: Major Electives

Teaching Scheme: : TH 4 Lectures/Week **Credit:** 04

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

Prerequisite Courses:

- 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:

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	
	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	
	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	
	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	
	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)
(2024 Course under NEP 2020)

Course Code: 24BaHrmU6202

Course Name: International Human Resource
Management

Course Type: Major Elective

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 & Functions 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. Significance in International Human Resource Management	12
Chapter 2	International Human Resource Planning and Staffing	
	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 choice 2.3.1. Different Approaches to International Staffing Decisions. 2.3.2. Types of International Assignments 2.3.3. International Selection Criterion and techniques 2.3.3. Use of selection tests and Interviews for International Selection. 2.3.4. International staffing issues	16
Chapter 3	Performance Management and International Compensation Management	

	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. Objectives of International Compensation 3.5.2. Forms of Compensation 3.5.3. Key components of International compensation 3.5.4. Approaches to International compensation 3.5.5. Compensation practices across the countries 3.5.6. Emerging issues in International compensation	14
Chapter 4	Cultural Diversity	
	4.1. Understanding Culture 4.2. Culture its coverage and determinants 4.3. Cross cultural theory 4.3.1 Hofsted's Cultural Dimension theory 4.3.2 Trompenaars & Hampden -Turner's seven Dimension 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.B.B.A. (SEMESTER VI)
(2024 Course under NEP 2020)

Course Code: 24BaHrmU6501

Course Name: Lab Course On
Corporate Governance

Course Type: VSC Major Specific Practical

Teaching Scheme: PR: 4Hours/Week

Credit: 2

Examination Scheme: CIA: 20Marks

End-Sem: 30Marks

Prerequisites of Course:

Students should aware of the concept of HR Policy

Student should aware basic and general rules of an organization

Course Objective:

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 Outcome:

On the completion of this course student will able to-

CO. No.	Course Outcome	Cognitive Level
1.	To understand the concept of Corporate Governance and provisions of companies act on corporate governance	1
2.	To illustrate corporate frauds and ways to improve corporate governance	2
3.	To identify emerging trends in Corporate governance	3
4.	To analyze emerging trends such as green finance, blue finance, green investing under corporate governance	4
5.	To 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
Experimental 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 Act 2013 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
Total No. of Lectures		60

RecommendedBooks:

- Corporate Governance by Dr, Pradip Kumar Sinha B Y Nirali Prakashan
- Strategic Management; 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 BOOKs

