



**M. C. E. Society's**

**Abeda Inamdar Senior College**

Of Arts, Science and Commerce, Camp, Pune-1

(Autonomous) Affiliated to Savitribai Phule Pune University

NAAC accredited 'A' Grade

**M.COM II COMPULSORY**

**2021-22 (CBCS – Autonomy 21 Pattern)**

(Capital Market and Financial Services)

<b>Course/ Paper Title</b>	<b>Capital Market and Financial Services</b>
<b>Course Code</b>	21CMCO241
<b>Semester</b>	IV
<b>No. of Credits</b>	4

**Objectives of the Course**

<b>Sr. No.</b>	<b>Objectives</b>
1.	To acquaint the students with working of capital market.
2.	To make the students aware about the latest developments in the field of capital market in India.
3.	To enable the students to understand various transactions in stock exchanges and agencies involved in it.
4.	To give exposure of financial services offered by various agencies and financial adviser to students.

**Course Specific Outcome**

<b>Sr. No.</b>	<b>Learning Outcome</b>
1.	The Students will be able to learn the importance and working of capital market.
2.	The students will understand the working of BSE and NSE, and OTCEI in detail.

3.	The students will be able to know the role of inter-mediatories, Mutual funds. Portfolio management.
4.	The students will be able to know the role of SEBI in regulating stock exchanges and investors' education, financial advisors.

## Syllabus

Unit No	Title with Contents	No. of Lectures
<b>Unit I</b>	<b>Capital market</b>	<b>17</b>
	1. Meaning, Functions, Structure, Characteristics of Capital Market	4
	2. Participants of capital market	5
	i. Investors Stockbrokers	
	ii. Listed Companies	
	iii. Clearing House	3
	iv. Clearing House	
	v. Settlement Banks	
	vi. Transfer Agents	
	3. Capital market instruments,	5
	i. Equity share,	
	ii. Preferences shares,	
	iii. Debenture,	
	iv. Bonds	
	4. Innovative debt instruments: Junk bonds, Naked bonds, Deep discount bonds, Forward contracts, Futures contract - Options contract,	
	5. Trends in capital market in India. Industry: Introduction Meaning and Classification.	
	i. Demat A/c: Concept, features, Benefits & process	
<b>Unit II</b>	<b>Stock Market</b>	<b>15</b>

	<ol style="list-style-type: none"> <li>1. Stock exchange: Introduction, <ol style="list-style-type: none"> <li>i. Bombay stock exchange-role and functions</li> <li>ii. National Stock Exchange- role and functions</li> </ol> </li> <li>2. Over the Counter Exchange of India (OTCEI): Progress and Functions.</li> <li>3. Primary market – <ol style="list-style-type: none"> <li>i. Functions</li> <li>ii. Features of primary market –</li> </ol> </li> <li>4. issue mechanism Procedure of IPO: <ol style="list-style-type: none"> <li>i. functions, Price Band, Participants, Prospectus,</li> </ol> </li> <li>5. Listing of Securities: <ol style="list-style-type: none"> <li>i. procedure,</li> <li>ii. annual return filing to stock exchange by share listed companies</li> </ol> </li> <li>6. Secondary market : meaningObjectives, functions of secondary markets, <ol style="list-style-type: none"> <li>i. stock broking,</li> <li>ii. e-broking,</li> <li>iii. depository system-</li> <li>iv. functions and benefits</li> <li>v. stock market trading,</li> <li>vi. Index,</li> <li>vii. SENSEX,</li> <li>viii. NIFFTY,</li> <li>ix. Intraday Trading,</li> <li>x. Delivery Trading,</li> <li>xi. Derivatives trading</li> </ol> </li> </ol>	<p>3</p> <p>3</p> <p>3</p> <p>2</p> <p>4</p>
<b>Unit III</b>	<b>Financial Services</b>	<b>15</b>
	<ol style="list-style-type: none"> <li>1. Merchant banking and underwriting, collecting bankers : meaning, functions ,and services rendered,</li> <li>2. Mutual funds: Meaning, functions-Types-Open and closed ended funds-income funds balanced fund, growth fund-index fund, Portfolio management: meaning and services</li> </ol>	<p>4</p> <p>5</p>

	<p>3. Credit rating: meaning and need, various credit rating agencies in India,</p> <p>i. Foreign institutional investment (FII),</p> <p>ii. Foreign Direct Investment (FDI),</p> <p>iii. Hedge funds,</p> <p>iv. Offshore funds.</p>	6
<b>Unit IV</b>	<b>Securities and Exchange Board of India (SEBI)</b>	<b>13</b>
	<p>1. Background,</p> <p>2. Introduction,</p> <p>3. Establishment,</p> <p>4. Functions,</p> <p>5. Powers,</p> <p>6. Achievements and Regulatory aspects,</p> <p>7. Recent changes &amp; emerging trends.</p> <p>8. Investors education and redressal mechanism by SEBI.</p> <p>9. SEBI approved Financial adviser: Role and Functions.</p>	7  3 3

#### References:

- Indian Financial System. Bharati V. Pathak. (2014). Pearson Education India.
  - Capital Markets, Fifth Edition: Institutions, Instruments, and Risk Management. Frank J. Fabozzi. (2015). MIT Press.
  - Financial Markets and Institutions. Anthony Saunders, Marcia Millon Cornett. (2021).
  - Investment Management. Yogesh Maheshwari. (2008). PHI Learning Pvt.
- the Indian Economy. S. K. Ray. (2007). PHI Learning Pvt.



**M. C. E. Society's**

**Abeda Inamdar Senior College**

Of Arts, Science and Commerce, Camp, Pune-1

(Autonomous) Affiliated to Savitribai Phule Pune University

NAAC accredited 'A' Grade

**Syllabus for M.COM-II**

**(INDUSTRIAL ECONOMIC ENVIRONMENT)**

**COMPULSORY**

**(CBCS – Autonomy 21 Pattern)**

<b>Course/ Paper Title</b>	INDUSTRIAL ECONOMIC ENVIRONMENT
<b>Course Code</b>	21CMC0242
<b>Semester</b>	IV
<b>No. of Credits</b>	4

**Objectives of the Course**

<b>Sr. No.</b>	<b>Objectives</b>
1.	To provide knowledge about basic issues in Industrial Economic Environment to the students.
2.	To make students aware about Industrial pattern and growth in India and Industrial Policies of India since 1990-91.
3.	To study the progress and current problems of Major Industries in India.
4.	To acquaint students with the role of Economic Environment on Industrial development.

**Course Specific Outcome**

<b>Sr. No.</b>	<b>Learning Outcome</b>
1.	Students will learn the Impact of Economic and Non – Economic factors affecting Industrial Environment.
2.	The course helps the students to understand the Impact of Liberalization, Privatization & Globalization on various types of Industries in India like Small Scale Industries, Public Sector Industries, MNC's and Other Major Industrial sectors of India.

<b>3.</b>	The course will equip the students with the knowledge of analyzing the Impact of New Industrial Policy adopted by India.
<b>4.</b>	Students will understand the Role, Progress and Problems of Manufacturing and Service Industries in India.
<b>5.</b>	Students will be able to understand the Problems and challenges of SEZ.

## Syllabus

<b>Unit No</b>	<b>Title with Contents</b>	<b>No. of Lectures</b>
<b>Unit I</b>	<b>Introduction of Industrial Economic Environment.</b>	<b>15</b>
	1. Industry: Meaning and Classification.	2
	2. Economic Environment: Meaning, Definition, Importance of Economic Environment.	2
	3. Factors Affecting Economic Environment and Its Impact.	4
	4. Role of Economic Environment on Industrial Development.	4
	5. Major Industries in India and Environmental Issues.	3
<b>Unit II</b>	<b>Industrial Growth and Pattern in Indian Economy.</b>	<b>15</b>
	1. Role of Industries in Economic Development of India and Recent Policies in India /Changes.	3
	2. Public Sector Industries –Role, Problems & Present Situation.	4
	3. MSME– Role & Problems.	3
	4. Multinational Corporations and Indian Economy: Progress and Problems.	5
<b>Unit III</b>	<b>Industrial Policy and Issues.</b>	<b>15</b>
	1. Meaning &Introduction of Industrial Policy.	2
	2. Brief outline of the Industrial Policies: Industrial Policy of 1956.	2
	3. Industrial Policies of India- Recent policies – Features and Impact.	4
	4. Competition Commission of India, SEZ- Progress & Challenges.	3

	5. Liberalization: Nature & Impact on Indian Industry.	1
	6. Privatization: Nature & Impact on Indian Industry.	1
	7. Globalization: Nature & Impact on Indian Industry.	1
	8. LPG-Arguments and Deglobalization.	1
<b>Unit IV</b>	<b>Major Industries in India &amp; Industrial Imbalance.</b>	<b>15</b>
	1. Importance of Major Industries in India.	3
	2. Iron and Steel Industry: Progress and Problems.	1
	3. Cotton Textile Industry: Progress and Problems.	1
	4. Sugar Industry: Progress and Problems.	1
	5. Cement Industry: Progress and Problems.	1
	6. Service Industry: Information Technology (IT) Industry, E-Commerce Industry and Tourism Industry –Role, Progress and Problems.	4
	7. Industrial Imbalance: Causes and Measures.	4

#### References:

- Cherunilam, F. (2010). *Business environment*, Himalaya Publishing House Pvt.Ltd., Mumbai.
- Ahluwalia, I. J., & Professor of Economics Isher Judge Ahluwalia. (1985). *Industrial growth in India: Stagnation since the mid-sixties*. Oxford University Press.
- Singh, K. & Shishodia, A. (2007). *Environmental economics: Theory and applications*. SAGE Publications Pvt.
- Balakrishnan, P. (2010). *Economic growth in India: History and prospect*. Oxford University Press.
- Barthwal, R. R. (1984). *Industrial economics: An introductory textbook*.
- Gupta, E. K. (2005). *Liberalisation and globalisation of Indian economy*. Atlantic Publishers & Dist.
- Sinha, V. C. (2021). *Business Economics & Environment - SBPD publications*. SBPD Publications.
- Prakash, B. A. (2011). *The Indian Economy since 1991: Economic reforms and performance, 2/E*. Pearson Education India.
- Nagaraj, R. (2017). *Economic Reforms and Manufacturing Sector Growth*. Economic and

Political Weekly.

- Chakraborty J. Nagaraj, R. (2020). Has India De-industrialized Prematurely? A Disaggregated Analysis. Economic and Political Weekly.
- Mukherjee, Deeparghya (2021) Is India Moving Up the Global Value Chain? A Sectoral Study of Indian Exports. Economic and Political Weekly, 56(20), 12-15
- Achin Chakraborty, 2015, Reforming Labour Markets in States: Revisiting the Futility Thesis, Economic and Political Weekly, May 16, 20
- Thomas, J.J. (2018). Economic Growth without Employment: The story of Indian Manufacturing in Hill and Patil (eds.), Employment Policy in Emerging Economies. Routledge, London and New York.
- Chanda, R. (2019). India's Services Sector; trends, opportunities and challenges, in Uma Kapila (ed.), Indian economy-2; Macroeconomic policies, Sectoral Developments and Performance. (Chp.29).

### **Web References:**

- <https://msme.gov.in/>
- <https://dpiit.gov.in/policies-rules-and-acts/policies/industrial-policy>
- <https://www.cci.gov.in/>
- <https://www.yourarticlelibrary.com/india-2/removing-regional-disparities-in-india-3-strategies/62997>





**M. C. E. Society's**

**Abeda Inamdar Senior College**

Of Arts, Science and Commerce, Camp, Pune-1

(Autonomous) Affiliated to Savitribai Phule Pune University

NAAC accredited 'A' Grade

**Syllabus for M.COM II**

**(Recent Advances in Cost Auditing and Cost System)**

**2021-22 (CBCS – Autonomy 21 Pattern)**

<b>Course/ Paper Title</b>	<b>Recent Advances in Cost Auditing and Cost System</b>
<b>Course Code</b>	21CMCO243A
<b>Semester</b>	IV
<b>No. of Credits</b>	4

**Objectives of the Course**

<b>Sr. No.</b>	<b>Objectives</b>
1.	To aware the students with the recent trends in Cost Accounting and Cost Systems.
2.	To acquaint the students with Standards and applications Of Cost Accounting
3.	To familiarize the students with GST and Productive Audit.
4.	To acquaint the students with recent trends in Cost Accounting.

**Course Specific Outcome**

<b>Sr. No.</b>	<b>Learning Outcome</b>
1.	The students will understand the Cost Accounting Standards in depth
2.	The students will Acquaint the GST and Productive Audit
3.	The students will understand the ERP
4.	The students will be able to understand different areas of recent advancements in costing.

## Syllabus

Unit No	Title with Contents	No. of Lectures
<b>Unit I</b>	<b>Cost Accounting Standards (CAS)</b>	<b>15</b>
	1. CAS-2,4,5, & 8 to 24 (Drafts And Amendments' Subjects to Finalization from time to time)	15
<b>Unit II</b>	<b>Basics of GST audit And Productive Audit</b>	<b>15</b>
	1. Meaning of GST Audit, Its applicability, Qualification and Disqualification of Auditor .Features, Scope and Benefits Procedure for conducting of and reporting under GST Audit	7 4
	2. Meaning, Features, scope and Benefits of Productive Audit.	4
	3. Problems of Productive Audit and Means to overcome these Problems.	
<b>Unit III</b>	<b>Enterprise Resource Planning (ERP)</b>	<b>15</b>
	1. Introduction, Meaning, Features, Benefits & Limitations Of ERP Benefits of Implementation of ERP	10
	2. E-Costing –Features	5
<b>Unit IV</b>	<b>Recent Trends In Cost Accounting</b>	<b>15</b>
	1. Introduction to Various techniques & tools of Manufacturing and its impact On Costing : i. Six Sigma ii. 5 S – Seiri, Seiton, Seiso, Seiketsu, Shitsuke. iii. Total Quality Management iv. Kaizen Technique. v. Lean Manufacturing vi. Total Productive Maintenance vii. Business Process Re-Engineering viii. Artificial Intelligence ix. Robotics Manufacturing	15

## References

- Cost Accounting: Text and Problems. M P Gupta. (2008). S. Chand Publishing.
- Enterprise Resource Planning. Alexis Leon. (2008). Tata McGraw-Hill Education.
- Bharat's Central GST Laws: Containing, Central GST Act, 2017 (12 of 2017), Central GST Rules, 2017 as Amended on 1-7-2017, Integrated GST Act, 2017 (13 of 2017), Integrated GST Rules, 2017, Union Territory GST Act, 2017 (14 of 2017), GST (Compensation to States) Act, 2017 (15 of 2017), GST Compensation Cess Rules, 2017, with GST Rate of Tax on Goods and Services and Exemption Notifications, Rate of Compensation Cess. Ravi Puliani, Mahesh Puliani. (2017). Bass and Issa Lean Six Sigma Mcgraw Hill Noida
- Total Productive Maintenance. Terry Wireman. (2004). Industrial Press.
- A Bird's Eye View of GST: Lucid Presentation and Rapid Understanding. P. K. Singh (Indirect tax expert), R. K. Jha. (2017).

**Note: 100 % of marks are allotted to Theory only.**



**M. C. E. Society's**

**Abeda Inamdar Senior College**

Of Arts, Science and Commerce, Camp, Pune-1 (Autonomous)

Affiliated to Savitribai Phule Pune University NAAC accredited

'A' Grade

### **Syllabus for M.COM II**

**2022-23 (CBCS – Autonomy 21 Pattern)**

<b>Course/ Paper Title</b>	<b>Project Work in Advanced Cost Accounting and Cost System</b>
<b>Course Code</b>	<b>21CMCO244A</b>
<b>Semester</b>	<b>II</b>
<b>No. of Credits</b>	<b>4</b>

#### **Objectives of the Course**

<b>Sr. No.</b>	<b>Objectives</b>
<b>1.</b>	To explore the unknown and unlock new possibilities in the area of advanced cost accounting and cost systems.
<b>2.</b>	To provide the students with the mind for a better understanding of concepts and theories of cost accounting.
<b>3.</b>	To help the students in developing a research proposal to address or resolve a specific research question or problem in cost accounting and cost system.

There will be a project work carrying 100 marks. The students will have to select a subject from any area of the syllabi for advanced cost accounting and cost systems. The students will have to work under the guidance of concerned subject teacher. The project will carry total 100 marks out of which 50 marks will be allotted for project report and 50 marks will be allotted for project viva voce to be conducted by internal teacher and external teacher (examiner) appointed by the college.

**REPORT CONTENTS:**

1. Cover Page
2. Company Certificate
3. Guide Certificate
4. Acknowledgement
5. Declaration
6. Executive Summary

#### TENTATIVE CHAPTER SCHEME

- Chapter 1: Introduction to study
- Chapter 2: Company profile
- Chapter 3: Objectives of study
- Chapter 4: Review of literature
- Chapter 5: Research methodology
- Chapter 6: Data analysis and interpretations observations
- Chapter 7: Findings conclusions and suggestions

1. Marginal costing: To study the application of marginal costing in taking managerial decision.
2. Budgetary control- A study of budgetary control system established therein and used for cost control purpose.
3. Statement of cost of production of the taxable goods (refer rule 30 of the CGST rules, 2017)
4. Cost audit: Understanding the procedure of cost audit, cost accounting record rules of the respective industry and preparation of cost audit report.
5. Process costing: Understanding the use of process costing method in the factory, cost analysis at each stage in particular and cost analysis in general done in the factory.
6. Pricing decisions: Visit to any industry understanding the different methods and techniques used by the concern in pricing different products.
7. Cost control and cost reduction: visit to any manufacturing concern and understanding the different methods used fruitfully by the priority in cost control and cost reduction. ISO procedure.

8. Contract costing: visit to any construction / contracting firm and understanding ascertainment of contract cost, allocation and apportionment of different expenses and apportionment of profit on incomplete contract.
9. Costing in service industry: visit to any hotel, airlines, hospitals or any other service industry and understanding the costing methods used in the concerned service industry and its utility to ascertain the cost of service rendered as well as for controlling the cost.
10. Recent developments in cost accounting.
11. Application of activity based costing.
12. Application of cost accounting to agro based industries i.e. fishery, dairy, poultry etc.
13. Cost reduction program and its implementation in manufacturing industries.
14. A study of costing techniques and its use in decision making
15. Application of cost accounting in onion – cash crop, sugarcane, cotton, horticulture industries.
16. Study of minimum wages.
17. Study of fixation of fees of professional courses
18. Study of cost associate with finance of any company
19. Study of cost structure of different companies from same industry.
20. Study of CSR activities in industries.
21. Standard cost accounting system as an aid to management control and planning
22. The role of cost accounting techniques in achieving effective cost control in the manufacturing industry
23. Cost-volume-profit analysis as a management tool for decision making
24. The application of cost accounting to management planning, control and decision making
25. Cost-volume-profit analysis as a management tool for decision making
26. The market structures and cost theory as a tool by the government to build the country economy
27. A study on job order costing
28. Introduction to various techniques & tools of manufacturing and its impact on

costing :

- i. Six sigma
- ii. 5 s
- iii. Total quality management
- iv. Kaizen technique.
- v. Lean manufacturing
- vi. Total productive maintenance
- vii. Business process re-engineering
- viii. Artificial intelligence
- ix. Robotics manufacturing



**M. C. E. Society's**

**Abeda Inamdar Senior College**

Of Arts, Science and Commerce (Autonomous), Camp, Pune-1 Affiliated  
to Savitribai Phule Pune University

NAAC accredited 'A' Grade

**M.Com II (Business Administration)**

**(CBCS – Autonomy 21 Pattern)**

<b>Course/ Paper Title</b>	<b>Recent Advances in Business Administration</b>
<b>Course Code</b>	<b>21CMCO243B</b>
<b>Semester</b>	<b>IV</b>
<b>No. of Credits</b>	<b>4</b>

### **Objectives of the Course**

<b>Sr. No.</b>	<b>Objectives</b>
<b>1.</b>	To familiarize the students with the recent advancements in business administration.
<b>2.</b>	To develop an understanding about the different concepts in business and the measures to overcome challenges.
<b>3.</b>	To enhance the knowledge of students about Innovation and role of government in promoting start-ups.

### **Course Specific Learning Outcomes**

<b>Sr. No.</b>	<b>Learning Outcomes</b>
<b>1.</b>	Development of conceptual clarity and analytical skills of students pertaining to concepts like change management, innovation management and cross-cultural management.
<b>2.</b>	Creation of awareness among the students about recent happenings and challenges in the varied fields of Business.
<b>3.</b>	Development of Innovative abilities and Application oriented skills in solving real business problems.



<b>Unit No</b>	<b>Title with Contents</b>	<b>No. of Lectures</b>
<b>Unit I</b>	<b>Contemporary Issues in Business Administration</b>	<b>15</b>
	<b>1. Change Management</b>	4
	i. Concept	
	ii. Significance	
	iii. Process of Managing Change	
	<b>2. Principles of Change Management</b>	3
	<b>3. Emerging issues in Change Management</b>	3
	<b>4. Futuristic and strategic approach towards changing business environment.</b>	3
	<b>5. Engineering Change Management- People Management Vs Engineers of change</b>	2
	<b>6. Green Business Practices – Concept &amp; Challenges</b>	
<b>Unit II</b>	<b>Customer Centric Approach</b>	<b>15</b>
	<b>1. Customer Centric Approach</b>	5
	i. Meaning & Definition	
	ii. Strategies	
	iii. Internal and External Customers	
	iv. Full 360 view of the customer	
	<b>2. The challenges of becoming a customer centric company</b>	3
	<b>3. Best practices to becoming a customer-centric company</b>	3
	<b>4. Ways to measure the success of a customer-centric company</b>	4
<b>Unit III</b>	<b>Cross- Cultural Management System&amp; Talent management</b>	<b>15</b>
	<b>1. Cross Cultural management system</b>	5
	i. Concept	
	ii. Significance	
	iii. Issues in cross cultural management	
	<b>2. Acquisition &amp; mergers-</b>	5
	i. Role & importance	
	ii. Types of Mergers & Acquisition	
	iii. Current Trends in acquisitions & mergers in national &	

	international scenario -Case study <b>3. Talent Management:</b> i. Concept ii. Importance iii. Process	5
<b>Unit IV</b>	<b>Turn Around and Innovation Management</b>	<b>15</b>
	<b>1. Turn around Management –</b> i. Concept ii. Significance iii. Techniques	4
	<b>2. Innovation Management –</b> i. Concept of innovation ii. Advantages & Significance of Innovation	4
	<b>3. Start-ups – Concept &amp; Culture</b>	4
	<b>4. Key Steps in Innovation &amp; start-ups</b>	3
	<b>5. Role of Government and Private Institutions in promoting innovation &amp; Start-ups</b>	

## References

- Bosworth, M. T., Holland, J. R., & Visgatis, F. (2010). Customer Centric selling (2nd ed.). McGraw Hill Professional.
- Fader, P. (2012). Customer centricity: Focus on the right customers for strategic advantage. Wharton Digital Press.
- Goffin, K., & Mitchell, R. (2016). Innovation management: Effective strategy and implementation. Macmillan International Higher Education.
- Goksoy, A. (2015). Organizational change management strategies in modern business. IGI Global.
- Maital, S., & Seshadri, D. V. (2012). Innovation management: Strategies, concepts and tools for growth and profit. SAGE Publications India.

- McCabe, D. (2020). *Changing change management: Strategy, power and resistance*. Routledge.
- Ravi, R., & Sun, B. (2016). *Customer-centric marketing: A pragmatic framework*. MIT Press.
- Sloma, R. S. (2000). *The turnaround manager's handbook*. Beard Books.
- Thomas, D. C. (2008). *Cross-cultural management: Essential concepts*. SAGE.
- Thomas, D. C., & Inkson, K. (2021). *Cross-cultural management: An introduction*. SAGE Publications.
- Velo, V. (2011). *Cross-cultural management*. Business Expert Press.
- Webb, H., Wu, W., & Al Numairy, H. (2020). *Innovation management and growth in emerging economies*. IGI Global.

### **Web References**

- <https://www.meity.gov.in/content/innovation-promotion>
- <https://www.startupindia.gov.in/content/sih/en/government-schemes/aspire-scheme-promotion-innovation-entrepreneurship-and-agro-industry.html>
- <https://startuptalky.com/list-of-government-initiatives-for-startups/>



**M. C. E. Society's**

**Abeda Inamdar Senior College**

Of Arts, Science and Commerce(Autonomous), Camp, Pune-1 Affiliated  
to Savitribai Phule Pune University

NAAC accredited 'A' Grade

**M.Com II (Business Administration)**

**(CBCS – Autonomy 21 Pattern)**

<b>Course/ Paper Title</b>	<b>Project Work (Business Administration)</b>
<b>Course Code</b>	<b>21CMCO244B</b>
<b>Semester</b>	<b>IV</b>
<b>No. of Credits</b>	<b>4</b>

**Objectives of the Course**

<b>Sr. No.</b>	<b>Objectives</b>
<b>1.</b>	To develop research attitude of the students.
<b>2.</b>	To impart practical application of theory in business.
<b>3.</b>	To enrich the ability of research work among the students.

**Course Specific Learning Outcomes**

<b>Sr. No.</b>	<b>Learning Outcomes</b>
<b>1.</b>	Development of practical knowledge and analytical skills of students.
<b>2.</b>	Development of report writing skills.
<b>3.</b>	Development of Application oriented skills by undertaking real life projects in business.

**Structure of Project Work**

**Introduction**

As partial fulfilment of M.Com. Degree Programme, Project Work is compulsory for all the students of M.Com. -II. The total marks for Project work which is an internal subject will carry 100 Marks. 50 marks for project report and 50 marks for viva. The students have to undergo a training/internship of 6 weeks in an organisation of repute accessible to students and are expected to prepare the project report based on the field work and survey by studying the current trends and concepts under the guidance of their guide/teacher. Alternatively, the students can

choose a topic of their interest which is relevant to the subject and carry out research work on its regulatory mechanism and functioning.

The prime objective is to assess the student's ability to apply theoretical knowledge to practical business situations.

In the light of exposure to different functional areas of Business Administration at M.Com Part-I and II curriculum, the students have to collect the data relevant to their topic or problem, analyse the same methodologically, derive observations and present practical suggestions. They will have to submit one hard copy of the project report 15 days prior to the completion of Semester IV after which Project Viva Voce shall be Conducted towards the end of IV Semester.

In order to complete the research project following Report contents and Chapterisation scheme is suggested which can be adopted with or without modification.

**Report Contents:**

- A. Cover page
- B. Company Certificate
- C. College certification page
- D. Declaration
- E. Acknowledgement
- F. Executive Summary

**Tentative Chapter Scheme:**

- Chapter 1. Introduction and Objective of the Study
- Chapter 2. Company Profile
- Chapter 3. Review of literature
- Chapter 4. Research Methodology
- Chapter 5. Data analysis Interpretations
- Chapter 6. Observations and Findings
- Chapter 7. Conclusions and suggestions

- Appendix
- Bibliography
- Specimen of Questionnaire

## **Suggested Topics for Research Project**

1. An empirical study on 360 degree performance appraisal in a private sector organization.
2. A study of salary administration and welfare schemes adopted by any corporate/private & government sector companies.
3. A study of stress management techniques related to work of the employees from IT Sector
4. A study on cross cultural management issues in a multinational company.
5. A study of ERP System of a private/public sector organization.
6. A comparative study of the impact of team work in different departments of an organization.
7. A study on overcoming of negative emotions and boosting motivation of managers in private/public sector organization.
8. A study on emotional intelligence amongst female employees at workplace in private/public sector organisation.
9. A study of work-life balance of employees in an organization.
10. A study of work culture and work ethics in an organization.
11. A study of impact of Training of employees in a bank/private/public sector organization.
12. A study of impact and role of Job Rotation on the performance of the employees. ( A case study)
13. A study on the pros and cons of VRS to employer and employees in an organization- (A case study)
14. A study of the separation schemes and problems involved with the resignation of an employee to both employer and employee.
15. A study on the prospects of manpower planning in any organization.
16. A study of the awareness and utility of HRD and HRM practices in an organization.
17. A study on the problems related to job transfers of employees especially with reference to female employees.
18. An overview of ethics in performance appraisal in an organization.
19. A study of the HR environment of two companies.
20. A Study of Competency mapping and models adopted in a firm.
21. A study of the HR challenges in Indian context.
22. A comparative study of the employee retention strategies of two companies.
23. A study of the impact of change management of an organization.
24. A study of the techniques of turnaround management in an organization.

25. A study of the role and impact of information technology in indigenous and multinational companies.
26. A study of the financial position of a Company
27. A study of the capital structure and cost of capital of a company
28. A study of the working capital management
29. A study of the customer retention techniques adopted by Banks/Insurance/Travel and tourism/Telecom Companies.
30. Analytical study of the CSR practices adopted by companies.
31. A study of recruitment and selection process adopted by any corporate firm.
32. A study on organization behaviour & its impact on female employees functioning.
33. A study of corporate governance practices adopted by any firm.
34. Analytical study of business ethics practices adopted by companies.
35. A study of office structure and productivity.
36. A Study of import and export organizational culture.
37. Impact of customer satisfaction strategies on customer retention in Bank /Insurance/Travelling /Telecom companies.
38. A study of service providing institute's effectiveness in customer satisfaction
39. Impact of customer satisfaction strategies on customer retention.
40. Assessment of training and development strategies adopted by any private/public limited firm
41. A study of logistics management in any retail and manufacturing sector.
42. A study of Production and Marketing strategies of small /medium / big companies.
43. A case study of any service providing Industries (Structure, Services, Productivity, Problems, Employability)
44. A study of Impact of quality control on organizational performance.
45. Appraisal of inventory control in manufacturing company. (Case study of any company)
46. A study of Make in India initiatives and role of government in promoting innovation.
47. A study of the effect of material management techniques on production process.

48. A study of innovative strategies and practices adopted by a firm.
49. A study of workforce diversity in an organisation.
50. A study of HR practices and new trends adopted after Covid-19.