
**SIES (Nerul) College of Arts, Science and Commerce
(Autonomous)
Syllabus for Approval**

Bachelor of Commerce (B.COM)

Sr. No.	Heading	Particulars
1	Title of the Programme	Bachelor of Commerce (B.Com)
2	Eligibility for admission	HSC or Equivalent
3	Minimum Percentage for admission	45%
4	Passing Marks	40%
5	Semesters	I
6	Level	UG
7	Pattern	3-4 years & 6-8 semesters Choice Based Grading System
8	Status	New
9	To be implemented from	From Academic year 2023-24 in a progressive manner

Date: 25th July, 2023.

Signature:

Dr. Koel Roychoudhury
AC Chairperson

Ms. Sugandha Jha
Head of the Department

SIES (Nerul) College of Arts, Science and Commerce (Autonomous)
(Affiliated to University of Mumbai)
RE-ACCREDITED GRADE “A” BY NAAC (3rd CYCLE)

**BOARD OF STUDIES
SYLLABUS FOR
DEPARTMENT OF COMMERCE**

(WITH EFFECT FROM THE ACADEMIC YEAR 2023-2024)

Programme Objectives:

- To facilitate creative thinking for the students.
- To pursue research and investigation in the field of commerce.
- To develop professional competence in the students to face global challenges.
- To inculcate moral values & commitment to society among students.

Programme Outcomes:

On Completion of the programme:

- Learners will gain knowledge of the fundamentals of commerce and a deep understanding of all the courses undertaken.
- Learners will be equipped to join the industry or setup own entities, pursue further professional and other courses.

SCHEME OF MODULES

B.Com (Bachelor of Commerce) Programme

(To be implemented from Academic Year- 2023-24)

No. of Courses	Course Code	Semester I	Credits
1	<i>Major :Department Specific Course (DSC)</i>		
1	U23COM1MJ01	Accountancy and Financial Management- I	4
2	<i>Minor: Department Specific Course (DSC)</i>		
2	U23COM1MI01	Business Economics- I	2
3	U23COM1MI02	Commerce-I	2
3	<i>Open Electives(OE/ Generic Electives)</i>		
4	U23COM1E01	Mathematical and Statistical Techniques-I	4
4	<i>VSC/SEC(Vocational Course/Skill Enhancement Course)</i>		
5	U23COM1VSC01	Travels and Tourism-I	2
6	U23COM1SEC01	Decision Making Tools	2
5	<i>AEC/VEC/IKS(Ability Enhancement Course/Value Education Course/Indian Knowledge System)</i>		
7	U23COM1AEC01	Effective Communication Skills-I	2
8	U23COM1VEC01	Environment and Sustainable Development	2
9	U23COM1IKS01	Indian Ethos and Business Ethics	2
6	<i>OJT, FP, RP, CEP, CC</i>		
..
Total Credits			22

COURSE NAME: ACCOUNTANCY & FINANCIAL MANAGEMENT -I

COURSE CODE: U23COM1MJ01

COURSE CREDIT: 04

1 credit - 15 lectures

1 lecture - 60 minutes

Course Objective:

1. To acquaint the students with the fundamentals of Accounting Standards, Procedure, Practices, issues with the purpose of Disclosure of Accounting Policy and basic concepts of financial management.
2. To comprehend fundamental accounting concepts and principles as well as to develop the capability to perform the basics of manufacturing accounting.
3. To ascertain and to evaluate the departmental final accounts with inter-departmental transfers at cost & at selling price.
4. To acquire the knowledge of business and financial risk through calculation of operating and financial leverages.

Learning Outcomes:

1. Students will be able to use the double entry accounting system to record and maintain basic business transactions and they will also be able to learn the basic concepts of financial management.
2. Learners will be able to comprehend the various concepts in relation to manufacturing accounting.
3. Students will be able to evaluate the departmental final accounts with inter-departmental transfers at cost & at selling price.
4. They will be able to understand the business risk and financial risk by analyzing operating and financial leverages.

Sr. No	Syllabus	No. of lectures
01	<p>Module 1 - Accounting Standards issued by ICAI and Introduction to Financial Management</p> <p>Accounting Standards: Concepts, Benefits, Procedure for Issue of Accounting Standards various AS: AS-1: Disclosure of Accounting Policy . Purpose (b) Areas of Policy (c) Disclosure of Policies (d) Disclosure of Change in Policies (e) Illustrations</p> <p>AS-2: Valuation of Inventories (Stock) . Meaning, Definition (b) Applicability (c) Measurement of Inventory (d) Disclosure in Final Account (e) Explanation with illustrations</p> <p>AS-9: Revenue Recognition . Meaning and scope (b) Transactions excluded (c) Sale of Goods (d) Rendering of services (e) Effects of uncertainties (f) Disclosure (g) Illustrations</p> <p>Introduction to Financial Management</p> <ul style="list-style-type: none">• Introduction• Meaning• Importance• Scope & Objectives• profit vs Value Maximization	15

02	Module-2 -Final Accounts of Manufacturing Concern Expenditure: Capital, Revenue Receipts: Capital, Revenue Adjustments and Closing Entries Final Accounts of Manufacturing Concerns (Proprietary Firm)	15
03	Module -3 - Departmental Accounts Meaning Basis of Allocation of Expenses and Income/ Receipts Inter Departmental Transfer: at Cost Price and Invoice Price Stock Reserve Departmental Trading and Profit & Loss Account and Balance Sheet	15
04	Module-4 -Leverage <ul style="list-style-type: none"> • Introduction • EBIT and EPS analysis • Types of Leverages: Operating leverage, Financial Leverage and Composite Leverage • Relationship between Operating and Financial Leverage (Including Practical problems) 	15

References:

- 1) Introduction to Accountancy by T.S. Grewal, S. Chand and Company (P) Ltd., New Delhi
- 2) Financial Accounting for Management by Dr. Dinesh Harsalekar, Multi-Tech. Publishing Co. Ltd., Mumbai
- 3) Financial Accounting by P.C. Tulsian, Pearson Publications, New Delhi
- 4) Accounting Principles by R.N. Anthony and J.S. Reece, Richard Irwin, Inc
- 5) Financial Accounting by Monga, J.R. Ahuja, Girish Ahuja and Ashok Shehgal, Mayur Paper Back, Noida
- 6) Financial Accounting by Williams, Tata Mc. Grow Hill and Co. Ltd., Mumbai
- 7) Financial Accounting by V. Rajasekaran, Pearson Publications, New Delhi
- 8) Introduction to Financial Accounting by Horngren, Pearson Publications, New Delhi
- 9) Financial Accounting by M. Mukherjee and M. Hanif, Tata McGraw Hill Education Pvt. Ltd., New Delhi
- 10) Financial Accounting a Managerial Perspective, Varadraj Bapat, MehulRaithatha, Tata McGraw Hill Education Pvt. Ltd., New Delhi
- 11) B, V, Raman, "Accountancy – Vol I & II"
- 12) Sharma, R K Gupta, "Management Accounting"
- 13) Reddy & Appanniah, "Management Accounting"
- 14) I M Pandey, "Financial Management"

COURSE NAME: BUSINESS ECONOMICS- I

COURSE CODE: U23COM1MI01
1 credit - 15 lectures

COURSE CREDIT: 02
1 lecture is 60 minutes

Course Objectives:

1. To orient students with the basic principles of demand and its applications as an introduction to Business Economics.
2. To examine various cost concepts and their significance in production decisions.

Course Outcomes:

1. Students will be able to explain basic principles of Business Economics and its applications in the real world.
2. Students will be able to describe the importance of different cost concepts and understand its importance in production.

Sr. No	Syllabus	No. of lectures
01	MODULE I: Introduction to Business Economics and Analysis of Demand <ul style="list-style-type: none">• Scope and Importance of Business Economics - basic tools- Opportunity Cost principle, Incremental and Marginal Concepts.• Determinants and Law of demand, demand function, individual and market demand, nature of demand curve under different markets, determinants and Law of supply, supply function, Individual and market supply, The basics of market demand, market supply and equilibrium price- shifts in the demand and supply curves and equilibrium, Meaning, significance, types and measurement of elasticity of demand (Price, income cross and promotional) - relationship between price elasticity of demand and revenue concepts, case studies• Demand Estimation and forecasting: Meaning and significance - methods of demand estimation- survey and statistical methods, related case studies.	15
02	MODULE II: Analysis of Cost and Production Decisions <ul style="list-style-type: none">• Production function: short run analysis with Law of Variable Proportions- Production function with two variable inputs- isoquants, ridge lines and least cost combination of inputs, long run production function and Laws of Returns to Scale - expansion path - Economies and diseconomies of Scale and economies of scope• Cost concepts: accounting cost and economic cost, implicit and explicit cost, social and private cost, historical cost and replacement cost, sunk cost and incremental cost - fixed and variable cost - total, average and marginal cost - Cost Output Relationship in the Short Run and Long Run, numerical problems.• Extension of cost analysis: Cost reduction through experience- LAC and Learning curve and Break-Even Analysis (with business application through case studies)	15

References:

1. Mehta, P.L.: Managerial Economics – Analysis, Problem and Cases (S. Chand & Sons, N. Delhi, 2000)
2. Hirchey. M., Managerial Economics, Thomson Southwestern (2003)
3. Salvatore, D.: Managerial Economics in a global economy (Thomson Southwestern Singapore, 2001)
4. Frank Robert. H, Bernanke. Ben S., Principles of Economics (Tata McGraw Hill (ed.3)
5. Gregory Mankiw., Principles of Economics, Thomson Southwestern (2002 reprint)
6. Samuelson & Nordhaus.: Economics (Tata McGraw Hills, New Delhi, 2002)
7. Pal Sumitra, Managerial Economics cases and concepts (Macmillan, New Delhi, 2004)
8. H.L Ahuja, Principles of Microeconomics (S. Chand Publishing, 2019)

COURSE NAME: COMMERCE-I**COURSE CODE: U23COM1MI02****COURSE CREDIT: 02****1 credit - 15 lectures****1 lecture is 60 minutes.****Course Objectives:**

- 1) To familiarize and develop the knowledge of the students with basic concepts of business.
- 2) To identify the definable aspects of the business environment within which a business organization has to function.

Course Outcomes:

- 1) Students will have insights into fundamental concepts of Business.
- 2) Learners will be able to examine and analyse the business environment.

Sr. No.	Syllabus	No of Lectures
1	Module - I: Introduction to Business	15
	Concept, functions, Scope and significance of Business, Traditional and Modern concept of business,	
	Objectives of Business, Steps in setting business objective classification of business objectives, Reconciliation of Economic and social objectives.	
	New Trends in Business, Impact of liberalization, Privatization and globalization, Strategy alternatives in the changing scenario Restructuring and Turnaround strategies.	
2	Module – 2: Business Environment	15
	Concept and importance of business environment, inter- relationship between Business and Environment. Constituents of Business environment: - Internal and external environment, Types of Business Environment. Techniques of environment analysis, approaches, and significance of environmental forecasting.	
Total Lectures		30

Reference Books: 1) Introduction to Business and Management - A.S. Srinivasan
2) Introduction to Commerce, Vikram, Amit - Atlantic Publication
3) Essentials of Business Environment, K. Aswathappa, Himalaya Publications

COURSE NAME : MATHEMATICAL AND STATISTICAL TECHNIQUES-I**Course Code - U23COM1E01****Course credit : 4****1 credit- 15 lectures****1 lecture is 60 minutes****Course Objective:**

- 1) To assist learners in calculation of Shares and Mutual Funds, Permutation and Combination.
- 2) To facilitate learners to apply mathematical and statistical knowledge using Central tendency, Measures of Dispersion.
- 3) To assist learners in calculation of Index numbers in the business and commercial World.

Course Outcome :

- 1) At the end of the course, students will be able to calculate financial values required in business, solve problems on their own by analyzing the topics.
- 2) Recognize the importance and value of mathematical and statistical thinking.
- 3) Recollect the connections between mathematical and statistical theory and applications.

Course credit (Lectures) : 03

Module No.	Topics	Number of lectures
1	<p>Mathematics:</p> <p>Shares and Mutual Funds</p> <p>Shares: Concept of share, face value, market value, dividend, equity shares, preferential shares, bonus shares. Simple examples.</p> <p>Mutual Funds: Simple problems on calculation of Net income after considering entry load, dividend, change in Net Asset Value (N.A.V.) and exit load. Averaging of price under the Systematic Investment Plan (S.I.P.)</p> <p>Permutation and Combination</p> <p>Permutation and Combination: Factorial Notation, Fundamental principle of counting, Permutation as arrangement, Simple examples, combination as selection, Simple examples, Relation between $r nC$ and $r nP$ Examples on commercial application of permutation and combination.</p>	15

2	Statistics: Summarization Measures: Measures of Central Tendencies: Definition of Average, Types of Averages: Arithmetic Mean, Median, and Mode for grouped as well as ungrouped data. Quartiles, Deciles and Percentiles. Using Ogive, locate median and Quartiles. Using Histogram locate mode. Combined and Weighted mean. Measures of Dispersions: Concept and idea of dispersion. Various measures Range, Quartile Deviation, Mean Deviation, Standard Deviation, Variance, Combined Variance.	15
3	Index Numbers: Index Numbers: Concept and usage of Index numbers, Types of Index numbers, Aggregate and Relative Index Numbers, Lasperye's, Paasche's, Dorbisch-Bowley's, Marshall-Edgeworth and Fisher's ideal index numbers, Test of Consistency: Time Reversal Test and Factor Reversal Test. Chain Base Index Nos. Shifting of Base year. Cost of Living Index Numbers, Concept of Real Income, Concept of Wholesale Price Index Number.	15
	Total	45

Reference Books:-

Business Mathematics By D. C. Sancheti and V. K. Kapoor, Sultan Chand & Sons, 2006,

Mathematics for Business Economics: By J. D. Gupta, P. K. Gupta and Man Mohan, Tata Mc Graw Hill Publishing Co. Ltd., 1987, Chapters 9 to 11 & 16.

Quantitative Methods- Part- I By S. Saha and S. Mukerji, New Central Book Agency, 1996

STATISTICS by Schaum Series. Operations Research by Gupta and Kapoor Operations Research by Schaum Series

Tutorial**(Credit 1)**

Sr. No.	Tutorial	(Total 15 lectures)
1	Problem solving on share, face value, market value, dividend.	1
2	Problem solving on shares, equity shares, preferential shares, bonus shares.	1
3	Problem solving on Mutual Funds, calculation of Net income after considering entry load, dividend, change in Net Asset Value (N.A.V.) and exit load.	1
4	Problem solving on Mutual Funds, Averaging of price under the Systematic Investment Plan (S.I.P.)	1
5	Problem solving on Permutation and Combination : commercial application of permutation and combination.	1
6	Problem solving on Summarization Measures : Calculation of Mean, Mode, Median	1
7	Problem solving on Summarization Measures : Calculation of Quartiles	1
8	Problem solving on Summarization Measures : Calculation of Deciles, Percentiles	1
9	Problem solving on Dispersion : Quartile Deviation, Mean Deviation	1
10	Problem solving on Problem solving on Dispersion : Standard Deviation,	1
11	Problem solving on Dispersion : Variance, Combined Variance	1
12	Problem solving on Index Numbers : Construction of Index Numbers	1
13	Problem solving on Index Numbers : Chain Base Index Nos. Shifting of Base year. Cost of Living Index Numbers	1
14	Case study / PPT presentation/Group Discussion	1
15	Case study / PPT presentation/Group Discussion	1
	Total	15

COURSE NAME: TRAVELS AND TOURISM-I**COURSE CODE: U23COM1VSC01****COURSE CREDIT: 02****1 credit - 15 lectures****1 lecture is 60 minutes.**

Course Objective: The content and learning activities in this course are designed to help students achieve the following objectives:

- To plan, lead, organize, and control resources for effective and efficient planning and tourism operation.
- It will help students to create, apply, and evaluate marketing strategies for tourism development.

Course Outcomes

- It would help students to understand the concept of tourism and be able to plan, design tourism that involves catering to tourists' motivations, desires, and expectations.
- A student would be able to Interpret and Evaluate tourism as a phenomenon and a business system involves understanding its multifaceted nature.

Sr. No	Syllabus	No. of lectures
01	Module 1: Introduction to Tourism Sector and Tourism Development Meaning, Nature, and importance of tourism –Types of tourism- classification; Tourism potentials in India and challenges, Incredible India campaign. Concept of Ecovillage, Positive and Negative Impacts on Economy, Culture and Environment, Future of the tourism industry in India. Scope of the tourism sector, Public Private Partnership Model for growth in tourism development. Integrated Marketing Communication	15
02	Module 2: New Concept of Tourism and Economic opportunity New tourism concept- Economic opportunities based on Ecotourism, Sustainable Tourism in India. Role National and International organizations to promote tourism. Ministry of Tourism, State Tourism Development Corporation, Role of Tourism Organizations –IATA, PATA, WTO, ITDC. Responsible tourism society of India, New Tourism Policy of India, Maharashtra - 2016. Tourism opportunity under G20	15

References: Books

1. Introduction to Travel and Tourism by Lalitha Sharma, Centrum Press
2. Tourism Development Problems and Prospects by Meenakshi Thakur, Omega Publications
3. Tourism and Hospitality in the 21st Century, A. Lockwood and S. Medlik, Butterworth Heinemann
4. Travel and Tourism Management by D. Sunita Maral, late Dr. Sachin Pendse, Dr. Chandani Bhattacharjee, Sheth Publishers pvt. Lmt.
5. Ecotourism and Third World by Dr. Aradhana Salpekar, Jnanada Prakashan

Websites:- [UNWTO | World Tourism Organization a UN Specialized Agency](#)

[Home | Ministry of Tourism | Government of India](#)

[MTDC | Maharashtra Tourism Development Corporation](#)

COURSE NAME: DECISION MAKING TOOLS

Course Code- U23COM1SEC01

COURSE CREDIT: 02

1 credit - 15 lectures

1 lecture is 60 minutes.

Course Objectives:-

1. To introduce and familiarize the students with Linear Programming Problem and Assignment Problem.
2. To assist learners in Analysis Data using Decision Theory

Course Outcome :

At the end of the course, students will be able to

1. Solve problems in business on their own by analyzing the topics.
2. Recognize the importance and value of decision making tools.

Sr. No	Syllabus	No. of lectures
1.	Linear Programming Problem Sketching of graphs of (i) linear equation $Ax + By + C = 0$ (ii) linear inequalities. Mathematical Formulation of Linear Programming Problems upto 3 variables. Solution of Linear Programming Problems using graphical methods up to two variables. Assignment Problem Introduction, Mathematical formulation of Assignment Problem, Hungarian Method for Assignment Problem, Unbalanced Assignment Problem, Variations in the Assignment Problem, The Travelling Salesman (Routing) Problem	15
2.	Decision Theory Decision making situation, Decision maker, Courses of Action, States of Nature, Pay-off and Pay-off matrix; Decision making under uncertainty, Maximum, Maximax, Minimax regret and Laplace criteria; simple examples to find optimum decision. Formulation of Payoff Matrix. Decision making under Risk, Expected Monetary Value (EMV); Decision Tree; Simple Examples based on EMV. Expected Opportunity Loss (EOL), simple examples based on EOL.	15
	Total	30

Reference Books:-

1. Operation Research problems and solutions by J K Sharma
2. H.A. Taha, Operation Research-An introduction, Prentice Hall of India.
3. P.K. Gupta and D.S. Hira, Operations Research, S. Chand & Co.

COURSE NAME: EFFECTIVE COMMUNICATION SKILLS-1
COURSE CODE: U23COM1AEC01 **COURSE CREDIT: 02**

1 credit - 15 lectures

1 lecture =60 minutes.

Course Objectives:

- 1) To develop an awareness among learners about the complexity of the communication process.
- 2) To develop effective letter writing skills among students with reference to prescribed layouts and formats.
- 3) To demonstrate the effective use of communication skills applicable for employability in the present situation.

Course Outcomes:

- 1) Learners will be aware about the general nature of the Communication process.
- 2) Learners will be able to write business letters in prescribed layouts and formats.
- 3) Learners will be able to use different types of oral and written skills to face employability conditions.

Syllabus:

Sr. No	Syllabus	No. of lectures
01	Module-1. Theory of Communication Introduction and Process of Communication, Channels of Communication: Formal /Informal, Vertical, Downward, Upward, Horizontal, Grapevine, Methods of Communication: Verbal/Nonverbal, Barriers in Communication: Physical, Linguistic, Psychological, Sociocultural, Mechanical, Modern Modes of Communication	10
02	Module-2.Business Correspondence -1 Theory of Business Letter Writing,7 Cs of Writing, Format of Letter Writing, Full Block Format, Modified Block Format, Parts of Letter : Major Parts/Minor Parts, Personnel Correspondence: Job Application Letter, Resume, Job Acceptance Letter, Resignation Letter, Recommendation Letter. Professional E mail Writing: Format, Principles of E-mail writing	10
03	B) Tutorial Activities: 1. Listening Comprehension 2. Speaking Skills: Public Speech 3.Barriers to Communication-case study 4. ICT Enabled Communication 5. Non-Verbal Communication 6. Job Application Letter 7. Resume Writing 8. Job Acceptance Letter 9. Recommendation Letter 10. E-Mail Writing	10

Reference Books:

1. A Handbook of Commercial Correspondence by Ashley, A, Oxford University Press, 1992.

2. Business Communication by D Chaturvedi and Mukesh Chaturvedi, Third Edition, Pearson Publications Ltd, 2013.
3. Business Communication by Meenakshi Raman and Prakash Singh, Oxford University Press, 2007.
4. Business Communication Strategies by Monippally, Matthukutty, M, Tata Mc Graw Hill New Delhi, 2001.
5. Effective Business Communication by Herta Murphy, Herbert Hildebrandt, Jane Thomas, Mc Graw Hill Education, 2009.
6. Effective Communication by Balan K.R. and Rayadu C.S. Beacon Publication, New Delhi, 1996.
7. Effective Technical Communication by M.Ashraf, Rizvi, Mc Graw Hill Publications, 2006.

COURSE NAME: ENVIRONMENT AND SUSTAINABLE DEVELOPMENT

COURSE CODE: U23COM1VEC01

COURSE CREDIT: 02

1 credit - 15 lectures

1 lecture is 60 minutes.

Course Objectives:

- To understand the basics environment and ecosystem
- To study the importance of natural resources and their accountability

Course Outcome:

- A learner would acquire knowledge about the basics of environmental components associated with the human being.
- A student would be able to understand the importance of natural resources for sustainable economic development.

Sr. No	Syllabus	No. of lectures
01	Module 1: Environment and Ecosystem Definition- Environment, Concepts, components and types, Interdisciplinary nature of the environment, importance Ecosystem: Meaning, Structure, Types, Food chain, Food web, Ecological pyramid. Biodiversity -Types, causes of degradation, and its conservation, Pollution- Types, causes, impacts and solutions, Climate Change- Global Warming, Ozone Depletion, Population Explosion in India, Impact of Urbanization on Environment Environmental related case studies	15
02	Module 2: Sustainable Natural Resource Management Natural Resources: Meaning, Classification, Methods of resource conservation, Types of natural resources- Renewable, Non- renewable, water, energy, forest and food, causes of degradation, Green Energy, sustainable resource management, Importance of Natural Capital for sustainable economy. and ecosystem services. Case study on inventories on natural resources	15

References

1. Environmental studies by R. Rajagopalan, Member, Governing Board, International Ocean Institute, Malta, Oxford university press
2. Renewable Energy - Environment and Development by Mhaeshwar Dayal, Konark Publication Private Limited
3. Nonconventional Energy sources by S. N Kaul, A. R Bhalerao, R. K Trivedy, Current Publication
4. Fundamentals of Ecology by Madhab Chandra Dash, Satya Prakash Jha, Tata Mcgraw Education Private Limited
5. Understanding Environmental Pollution by Marquita K Hill

Website

1. Ministry of New & Renewable Energy - Government of India- <https://mnre.gov.in/>
2. Ministry of Environment Forest and Climate Change- <https://moef.gov.in/hi/>

COURSE NAME: INDIAN ETHOS AND BUSINESS ETHICS

COURSE CODE: U23COM1IKS01

COURSE CREDIT: 02

1 credit - 15 lectures

1 lecture is 60 minutes.

COURSE OBJECTIVES: The students will try to learn:

- 1) The need for business ethics to ensure sustained business stability.
- 2) Analytical problem solving and ethical decision-making skills.
- 3) The concept of contemporary approaches to Indian ethos.
- 4) Legal and ethical issues while making business decisions.

COURSE OUTCOMES:

- 1) Summarize the need for business ethics to ensure sustained business stability.
- 2) Discuss spiritual value management that increases honesty, trust, respect, and compassion in the organization to analyze ethical needs in the organization that identify problems in the firm.
- 3) Evaluate value in business that determines the health and well-being of the firm in the long run and to demonstrate contemporary approaches to leadership who inspire employees to reach organizational goals.
- 4) Describe various stress management techniques that reduce stress and help individuals to take decisions in the organization and to evaluate the concept of karma that helps to maintain work life balance in the organization.

SYLLABUS:

Unit No.	Unit Name	No. of Lectures
Unit 1:	Introduction to Indian Ethos & Understanding Values in Business: <ul style="list-style-type: none">• History & Relevance, Principles Practiced by Indian Companies.• Role of Indian Ethos in Managerial Practices, Management Lessons from Vedas, Mahabharata, Bible and Quran.• Kautilya's Arthashastra, Indian Heritage in Business, Management-Production and Consumption.• Ethics v/s Ethos ,• Indian v/s Western Management,• Work Ethos and Values for Indian Managers• Relevance of Value Based Management in Global Change-Impact of Values on Stakeholders,• Value System in Work Culture• Stress Management-Meditation for mental health, Yoga.	15 Marks
Unit 2:	Understanding the ethical needs & ethical dilemma: <ul style="list-style-type: none">• Understanding the need for ethics, Ethical values, ethical codes, Ethical Principles in Business.• Theories of Ethics, Absolutism verses Relativism,• Teleological approach, the Deontological approach, and Kohlberg's six stages of moral development (CMD).• Managing Ethical Dilemma; Characteristics, ethical decision making, ethical reasoning, the dilemma resolution process; ethical dilemmas in different business areas of finance, marketing HRM and international business	15 marks

Reference and Textbooks:

1. Kautilya's Arthashastra, King, Governance, and Law in Ancient India, Oxford University Press, 2016.
2. N. M. Khandelwal, "Indian Ethos and Value for Management", Himalaya Publishing House, 1st Edition, 2011.
3. Sankar, "Indian Ethos and Values in Management", Tata McGraw Hill Education, 1st Edition, 2011.
4. Nandagopal R and Ajith Rn, "Indian Ethos and Values in Management", Tata McGraw Hill Education, 1st Edition, 2010.
5. R. Nandagopal, "Indian Ethos & Values in Management", Tata McGraw Hill Education, 1st Edition, 2010.
6. Murthy, C.S.R. Business Ethics, Himalaya Publishing House, Mumbai, 2009.
7. Biswanath Ghosh, "Ethics in Management and Indian Ethos", Vikas Publishing, 2nd Edition, 2006.
8. Narayana G., "The Responsible Leader: A Journey through Gita", Ahmedabad, AMA 2000
9. Chakraborty S.K., "Management Transformation by Values", New Delhi, Sage Publication, 1990.
10. Velasquez, "Business Ethics, Concepts & Cases", 6th Edition, PHI, 2009.
11. Chakraborty, S.K., "Ethics in Management-Vedantic Approach", New Delhi, Oxford India Ltd. 1995.