MC-201 : ORGANIZATIONAL BEHAVIOUR

Max. Marks : 100
External : 85
Internal : 15

Unit - I
Concepts, Nature and Determinants of organization behaviour, Models of organization behaviour, Challenges and opportunities for organization behaviour, Meaning and Importance of Individual behaviour, natural Process of perception, Components of Learning, Principles and Theories of Learning.

Unit - II
Values and attitudes - Concepts, Types and sources, Measurement of Attitude, Defining and classifying groups, stages of Group Development, Group Structure, Group processes, Group Dynamics, Group V/S Team, Team Effectiveness, Group And Intergroup Relations.

Unit - III
Emerging perspective of Motivation, concepts and Types of motivation, theories of Motivation - Mallow's Hierarchy of needs, Herzberg's two factor theory, ERG Theory, Vroom’s expectancy theory, equity theory, reinforcement theory and behaviour Modification.

Unit - IV
Nature and significance of leadership, leadership in Different Cultures, Leadership Theories : Trait Theories, Behavioral Theories - Ohio State Studies, Michigan Studies, and Managerial Grid, Fielder’s Contingency Model, Hersey and Blanchard’s situational Theory, path Goal Theory, Leadership Styles and transformational Leadership.

Unit - V

Suggested Readings:
- Pradeep Kumar and K S Thakur, Organizational Behaviour, Wisdom Publication.
**MC-202: RESEARCH METHODOLOGY**

<table>
<thead>
<tr>
<th>Unit</th>
<th>Topics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unit - III</td>
<td>Concept of sources of Primary Data and Secondary Data and its uses in Research, Questionnaires, Interviews And Surveys. Observation, Contents analysis and measurement Scales, Techniques of Developing Scales, Reliability and validity of Scales.</td>
</tr>
<tr>
<td>Unit - IV</td>
<td>Data Analysis Using Statistical Packages, Hypothesis Testing - Parametric And Non-parametric Tests, Analysis of Differences Between A Single Sample and a population, Analysis of Differences Between Two or more than two levels of An Independent variable, Analysis of Designs with more than one independent variable, Analysis of Relationships, Statistical Inferences for one or two samples. chi-square Tests, Analysis of Covariance (Ancova) and use of multivariate Analysis in Business Research.</td>
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</tbody>
</table>

**Suggested Readings:**

MC-203 : FINANCIAL MANAGEMENT

Max. Marks : 100
External : 85
Internal : 15

Unit - I

Unit - II
Financial Planning, Capitalisation, over and under capitalization, capital structure, Trading on equity.

Unit - III

Unit - IV
Cost of capital: objectives, Types and Analyses Dividend Decision Policy Management of Income and Ploughing back of profits.

Unit - V
Management of working capital Management concepts of working capital, significance of working capital sources of working capital methods of working capital control techniques of cash, receivable, Inventory.

Suggested Readings :
- Kulkami, M. A. Career, Financial Management.
- Pandey, L. M. Vikas, Financial Management.
- R.P. Rustagi, Financial Management,
- B. Banerjee, Financial Management & Policy.

JIWAJI UNIVERSITY, GWALIOR (MP), M.COM. SYLLABUS 2013-2015
MC-204: ACCOUNTING FOR MANAGERIAL DECISIONS

Max. Marks: 100
External: 85
Internal: 15


Unit - IV: Fund flow and cash flow statement (As per Accounting Standard)

Unit - V: Cost of Capital, Responsibility Accounting, Management Reporting.

Suggested Readings:
- S.P. Gupta, Management Accounting
- K.G. Gupta, Management Accounting
- S.N. Maheshweri, Management Accounting
- Jawaharial, Management Accounting
- R.P. Rustagi, Management Accounting
- Agrewal & Agrewal, Management Accounting (Hindi)