SECOND SEMESTER

ORGANISATIONAL BEHAVIOUR

MBA (PM) 1 201

Max Marks 100
Internal 30
External 70
Time 3 Hrs

OBJECTIVE

To impart conceptual knowledge of organizational behaviour
To develop skills useful for understanding, predicting & dealing
with human behavior problems in organizational context
Developing understanding on functional dispositions & their impact
on organization.

CONTENTS

Introduction: Concept, Scope and Application of Organizational
Behaviour in Management: OI Models
Personality Theories: Carl Jung, Sigmund Freud, Gordon Allport
Learning Theories: Stimulus-Response Theories, Constructivist
Cognitive Theories of Learning, Conditioning
Perception Attitude
Theories of Motivation: Maslow's, XY Theories, Herzberg Theory
Quality of Work Life, Job Enrichment, Job Enlargement, Job
Designing, Job Content and Job Rotation
Power, Authority and Influence
Stress Management: Concepts, Consequences, Causes and Coping
Strategies

Suggested Reading
Karan Abraham & Konstantinovich
Organizational Behaviour
NOTE: One case study is to be given in the paper.

**INDUSTRIAL WELFARE**

Max Marks 100
Internal 30
External 70
Time 3 Hrs

**OBJECTIVE**

To develop an awareness among the students about social, economic and psychological distress created as a result of industrialization and to make them aware of changing philosophy and the attitude of the govt and the management toward finding out the solution to the problem created by the industrialization through social security and other welfare measures.

**CONTENTS**

- Social Security, Introduction
- Origin and growth of Social Security
- Scope
- Difference Between Social Insurance
Commercial Insurance and social assistance, Benefits and limitations of social security


Industrial Labour in India: Labour in Organized and Unorganized Sector, Characteristics of Industrial Labour in India.

Labour Welfare: Concept and Scope, Significance of Labour welfare in Developing Economies.


Suggested Reading:
Bhagofiwal T N
Saxena R C
Sharma A M
Punekar S D

Ecus, Of Labour & Social Welfare
Labour Problems & Social Welfare
Social Security & Labour Welfare
Labour Welfare

NOTE: One Case study is to be given in the paper
TOTAL QUALITY MANAGEMENT

MBA (PM) 203

Max Marks 100
Internal 30
External 70
Time 3 Hrs

OBJECTIVE
- To provide student with the know-how of planning, establishing, operating and improving a system of TQM and its various Techniques

CONTENTS
- Quality: Concepts and Objective
- Establishing a Quality Programme
- Developing a Quality Culture, Training and Quality Total Quality — Concept and Evolution
- Contribution of Deming, Juran, Ishikawa, Crosby, and Cauway in the development of TQM
- Quality Circles
- Implementation of TQM through 5S, Kaizen, Just In Time, Kanban
- Business Process Reengineering; Concept and Process, Role of Human Resource Management in BPR

Suggested Reading
Dennis L
Collard
Handbook of Quality Management
Total Quality
ISO-9000
Total Quality
In Pursuit of Quality
TQM
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NOTE: One case study is to be given in the paper

INDUSTRIAL LAWS – II

MBA(PM): 204

Max Marks 100
Internal 30
External 70
Time 3 hrs

OBJECTIVE
To impart knowledge of the contents of laws relating to industrial relations and labour welfare and to enable the students to interpret and apply these laws.

CONTENTS
Industrial Dispute Act 1947
Trade Union Act 1926
Industrial Employment (Standing Order) Act 1946
Payment of wages Act 1936
Minimum Wages Act 1948
Madhya Pradesh Industrial Relation Act 1960

Suggested Readings
Kapoor N D  Industry Law
Malik P L  Industry Law
Sethi K L  Indian labour Legislation
Chakraborti B K  Labour Laws in India
Misra S N  Labour & Industrial Laws
Barc Acts & Journals
RESEARCH METHODOLOGY

Max Marks 100
Internal 30
External 70
Time 3 Hrs

OBJECTIVE
To enable the student to understand the basic concepts, tools and technique of social research and to develop the ability to measure and judge quantitative aspects.

CONTENTS
Planning a Research Project, Problem Identification, Formulation and Clarification, Hypothesis and Assumptions
- Research Design -- Concept and Importance
- Data types, Data collection, Questionnaire Design and Pre testing, Observation, Interview, Survey Research and their Reliability, Validity and Objectivity
- Graphical Representation and Diagrams
- Sampling: Meaning, Technique and determination of sample size
- Probability: Binomial Expansion and Normal curve
- Development of Scale
- Correlation and Regression
- Research Report Writing

Suggested Reading
Croxton, Cowden & Bolch
Kothari R.C
Good & Hatt
Practical Business Statistics
RM
Methods in Social Research
BUSINESS ENVIRONMENT

OBJECTIVES
To impart an understanding of social, economic and political environment influencing the executive decision making in India
To appraise the student with the economic and business environment of the country

CONTENTS
Political Economy, Govt and Business – Theory of Govt Intervention, Forms of Interventions – Traditional and Non-Traditional Intervention, Govt –Business Relationship in India, Concept of Liberalization and Privatization.
Need for regular Economic and Industrial activities; Regulatory role of the Govt. through legislative framework – Price Controls, Industrial Licensing and New Economic Policy. FEMA, MRTP, SEBI AND COPRA


Suggested Reading
Khosa S S
Chopra B S
Amarchand
Aram J D
Agarwal P N
Cherauslam F
Ghosh B M

Government in Business
Business Policy for Indian Industries
Government & Business
Management Business & Public Policy
The History of Indian Business
Business & Society
Economic Environment of Business

NOTE: One case study is to be given in the paper.
OBJECTIVES

Personal computers are becoming highly popular for variety of small/medium-sized applications. The objective of this course is to familiarize students with modern software tools to assist application development on PCs.

The course aims at providing theoretical and practical insights into database management system. It also gives the general introduction of the capabilities of the computers.

CONTENTS


FoxPro 2.5 Programming: Creating Databases, Processing Databases, Creating Programme Files, Sorting, Searching and Indexing Facilities, Set Commands, Basic Input and Output Commands.

Project In FoxPro as an Organization Problem

| Suggested Reading     |  |
|-----------------------|  |
| French C S            | Computer Studies          |
| Rajaraman V           | Fundamentals of Computers |
| Taxali                | Foxpro                   |
| Galgatts              | Foxpro                   |
| Goyal D P             | MIS                      |
| Sinha                 | Computer Fundamentals    |
| Suresh K              | Computer Today           |
| Balagurusamy E        | Programming in Basic     |
| Gear C W              | Computer Organization & |
|                       | Programming (Mc Grow)    |
| Awad                  | System Analysis & Design |
| Dabis W S             | System Analysis & Design |
|                       | (Addison-Wesle)          |
| Ulman                 | Principles of Database System |
| Kakar & Vaswani       | A Text Book of Computer Science |
| Bobbs                 | Computer Concepts Vol I & II |
| Arthur Naiman         | Introduction to Wordstar |
| Date C J              | An Introduction to Database System (Vol I & II) |
| Simpson A             | Understanding D-Base III |
| Oliver & Chapman      | Data Processing          |
| Vasundhara S K        | Computer Today           |