

1.3.2 QnM Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Supporting Documents

Number of students undertaking project work/field work/ internships Summary

S. No	Work -Project work/field work/internship	Programme name	Program Code & Semester	Batch	Number of students	Curriculum Course & Course Code (Syllabus attached)
1	Project Work	Master of Computer Applications	MCA IV	2022-24	23	PGCA 1962 Project
2	Project Work	Master of Computer Applications	MCA II	2023-25	23	PGCA 1914 Web Technologies
3	Project Work	Bachelor of Computer Applications	BCA VI	2021-24	98	Major Project as per syllabus
	Project Work	Bachelor of Computer Applications	BCA IV	2022-25	102	UGCA 1928 Web Designing Laboratory
4		Master of			23	MBA203-21 Marketing Management
-	Project Work	Business Administration	MBA II	2023-25	24	MBA204-18 Human Resource Management
5	Project Work	Bachelor of Business Administration	BBA VI	2021-24	61	BMPD 602-18 Mentoring and Professional Development
6	Project Work	Bachelor of Business Administration	BBA IV	2022-25	74	BMPD 402-18 Mentoring and Professional Development
8	Project Work	Bachelor of Commerce (Hons.)	BCOM (Hons.) VI	2021-24	18	BMPD 602-18 Mentoring and Professional Development
9	Project Work	Bachelor of Commerce (Hons.)	BCOM (Hons.) IV	2022-25	23	BMPD 402-18 Mentoring and Professional Development
10	Internship	Master of Business Administration	MBA IV	2022-24	44	6 weeks summer training as pe syllabus
10				TOTAL	513	

Director deed Gian Jyoti Institute of Management & Technology Phase-2, Mohall Sector-54, Chandigarh



Fourth Semester

Course	Course Type	Course Title	Load	Alloca	tions	Marks D	istribution	Total	Credits
Code			L	T	P	Internal	External	Marks	
PGCA1976	Core Theory	Machine Learning & Data Analytics using Python	4	0	0	30	70	100	4
PGCA1958	Core Theory	Advanced Web Technologies	4	0	0	30	70	100	4
PGCA1977	Core Practical/ Laboratory	Machine Learning & Data Analytics using Python Laboratory	0	0	4	70	30	100	2
PGCA1960	Core Practical/ Laboratory	Advanced Web Technologies Laboratory	0	0	4	70	30	100	2
	Elective – III		4	0	0	30	70	100	4
	Elective - III Laboratory		0	0	4	70	30	100	2
PGCA1961		Research/Technical Seminar	0	0	2	0	100	100	1
PGCA1962		Project	0	0	8	180	120	300	4
		TOTAL	12	0	22	480	520	1000	23

Course Code: PGCA1962 Course Name: Project

Program: MCA	L: 0 T: 0 P: 8					
Branch: Computer Applications	Credits: 4					
Semester: 4th	Contact hours: 8 hours per week					
Internal max. marks: 180	Theory/Practical: Practical					
External max. marks: 120	Duration of End Semester Exam (ESE): 3hrs					
Total marks: 300	Elective status:					

Prerequisite: - NA-Co requisite: -NA-

Additional material required in ESE: -NA-

Annexure A

OBJECTIVE

The objective of the project course is to help the student develop ability to apply multidisciplinary concepts, tools and techniques to analyze and logically approach the organizational problems.

PROJECT PROPOSAL EVALUATION:

The project proposal/Synopsis will be submitted within 2 weeks from start of semester and evaluated by the panel of three teachers in the presence of student, who will give the presentation to the panel.

In case of non-approval of the Synopsis the comments/suggestions for reformulating the Synopsis will be communicated to the student. In such case, the revised Synopsis should be submitted within 7 days, which shall be evaluated on similar guidelines.

Then after period of 1 Month Progress report 1 has been evaluated by Guide on the basis of following:

- 1. Problem Definition
- 2. Need & Scope of the Study
- 3. Methodology & Objectives
- Data Analysis & Findings

Then after period of 2 Month Progress report 2 has been evaluated by Guide on the basis of following:

- Testing & Implementations
- 2. Suggestions and Conclusions
- 3. Overall Report Writing & Layout

PROJECT PRE-SUBMISSION:

After approval of the Synopsis, student shall complete their projects and submit the completed Project Report (Spiral bound) for final internal evaluation before 2ndMST.

The guidelines for project report are as follows:

- The length of the report may be about 60 to 80 double spaced typed pages not exceeding approximately 18,000 words (excluding appendices and exhibits). However, rational variation on either side is permissible.
- The Project Report may have the following:
 - Cover Page must have the Title of the Project, Name & logo of college / university, Name and University Roll No of the Student and the Name of the Guide, along with the designation and department.
 - Detailed table of contents with page nos.
 - All pages of the Project Report must be numbered as reflected in the table of contents.
 - Project Proposal, properly bound in the project and not just stapled. Please note that project with stapled Proposal will not be accepted.
 - o Certificate of originality-duly signed by the student and the guide with dates.
 - Introduction to the Project and Review of Literature along with brief details of the organization/s understudy.
 - o Rationale
 - Statement of problem
 - o Objectives of the Project
 - Scope of the study
 - Research Methodology
 - Research Design
 - Nature and Source of data/information collected
 - Sample and Sampling method with rationale
 - Details of the tools:
 - The Questionnaire and other methods used and their purpose
 - Reliability and Validity of the tools used
 - Administration of tools and techniques
 - Data collection
 - Data Handling, Statistical tools used for Data Analysis
 - Data Interpretation and Findings
 - o Recommendations
 - Summary and Conclusion
 - Limitations of the Project
 - Direction for further research (optional)
 - Reference/Bibliography
 - Annexures/Appendices (Questionnaire used etc.)
- Note: Research Methodology of the Project Report must have elaborate detail of all the components of the methodology.

The spiral bound project report will be evaluated by the panel of three teachers before second MST in presence of student, who will give the presentation to the panel before second MST.

in case of non-approval of the final project report, the comments/suggestions for revising the project report will be communicated to the student. In such case, the revised project report should be submitted within 7 days, which shall be evaluated on similar guidelines.

SUBMISSION OF FINAL PROJECT REPORT:

After incorporating changes, if any, pointed out during internal evaluation, the final Project Report in Hard Bound form (3 copies) shall be submitted by the student at least 3 working days before final viva voce. After signing of certificate by student and supervisor, one copy will be retained by the supervisor, second copy by the student and third copy shall be produced at the time of viva-voce, which shall be maintained by the department as record.

Note:

#2<u>2</u> .

- Wherever it is felt that there is not sufficient time to complete the project after approval of Synopsis, the phases of Project till "Project Proposal Evaluation" may be completed in third semester at department level.
- 2. Minor Projects from the previous semester may also be carrying forwarded with significant up gradations with the consent of HOD.
- For further details on references, bibliography and formatting of the report, you may refer the Guidelines for Project Report.

First Semester

Course	Course Type	Course Title	Load	Alloca	tions	Marks D	istribution	Total	Credits
Code	500000000000000000000000000000000000000		L	T	P	Internal	External	Marks	
PGCA-B1	Bridge Course*	Computer Programming using C	2	0	0	50	(*)	50	S/US
PGCA-B2	Bridge Course*	Computer Science Essentials	2	0	0	50		50	S/US
PGCA1917	Core Theory	Discrete Structures & Optimization	4	0	0	30	70	100	4
PGCA1951	Core Theory	Programming in Python	4	0	0	30	70	100	4
PGCA1952	Core Theory	Advanced Data Structures	4	0	0	30	70	100	4
PGCA1953	Core Theory	Advanced Database Management System	4	0	0	30	70	100	4
PGCA1905	Ability Enhancement Compulsory Course (AECC)	Technical Communication	3	0	0	30	70	100	3
PGCA1954	Core Practical/Laboratory	Data Structures using Python Laboratory	0	0	4	70	30	100	2
PGCA1955	Core Practical/Laboratory	Advanced Database Management System Laboratory	0	0	4	70	30	100	2
PGCA1908	Ability Enhancement Compulsory Course (AECC)	Technical Communication Laboratory	0	0	2	30	20	50	1
	TOTAL		19	0	10	320	430	750	24

^{*}Bridge courses are not applicable to all the students, please refer MCA eligibility given above in order to offer bridge courses to students.

Second Semester

Course	Course Type	Course Title	Load	Alloca	tions	Marks Di	istribution	Total	Credits
Code	10.0		L	Т	P	Internal	External	Marks	
PGCA1909	Core Theory	Web Technologies	4	0	0	30	70	100	4
PGCA1920		Design & Analysis of Algorithms	4	0	0	30	70	100	4
PGCA1918		Advanced Java	4	0	0	30	70	100	4
PGCA1956	Core Theory	Linux Administration	4	0	0	30	70	100	4
PGCA1932	F-5-0918 110000000000000000000000000000000	Information Security & Cyber Law	4	0	0	30	70	100	4
PGCA1914	Core Practical/Laboratory	Web Technologies Laboratory	0	0	4	70	30	100	2
PGCA1922	Core	Advanced Java	0	0	4	70	30	100	2
PGCA1957	Core Practical/Laboratory	Linux Administration Laboratory	0	0	4	70	30	100	2
	TO	TAL	20	0	12	360	440	800	26

Students will undergo 4 weeks Summer Training after 2nd semester. Examination will be conducted along with 3rd semester practical.

Course Code: PGCA1914

Course Name: Web Technologies Laboratory

Program: MCA	L: 0 T: 0 P: 4
Branch: Computer Applications	Credits: 2
Semester: 2 nd	Contact hours:4 hours per week
Theory/Practical: Practical	Percentage of numerical/design problems:
Internal max. marks: 70	Duration of End Semester Exam (ESE): 3hrs
External max. marks: 30	Elective status: Core
Total marks: 100	

Prerequisite: Students must have the knowledge of editors like Notepad etc. and basic understanding of Scripting Language/s.

Co requisite: Knowledge of Networking, Internet, Client Server concepts, Static & Dynamic environment of the websites etc.

Additional material required in ESE:

- Demonstration of the website of college/ specific department/specific cells etc. will be presented by the students during the final practical.
- > Developed Website/s must be made online by the student/s.
- Printouts of the Main Page of the website must be arranged on Practical file during daily lab work and must be submitted in the final examinations.

Course Outcomes: After studying this course, students will be able to:

CO#	Course Outcomes
COI	Understand Static and Dynamic concepts of web designing.
CO2	Develop ability to retrieve data from a database and present it online.
CO3	Design web pages that apply various dynamic effects on the web site.
CO4	Solve complex and large problems using Scripting Language & Markup Language.

Instructions: Instructor can increase/decrease the experiments as per the requirement.

Assignments:

1.	Design index page of a book Titled Web Designing.
2.	Create a simple HTML page to demonstrate the use of different tags.
3.	Display Letter Head of your college on a web page & it must be scrolling Right to Left.
4.	Create a link to move within a single page rather than to load another page.
5.	Display "Name of University" using different Text formatting Tags.
6.	Design Time Table of your department and highlight most important periods.
7.	Use Tables to provide layout to your web page.
8.	Embed Audio and Video into your web page.
9.	Divide a web page vertically and display logo of your college in left pane and log of university in right pane.
10.	Create Bio- Data of an employee.
11.	Design front page of a hospital with different styles.
12.	Design a web page and display horizontally two different web pages at a time.

	Write a program to create a login form. On clicking the submit button, the user should get navigated to a profile page.
14.	Write a HTML code to create a Registration Form. On submitting the form, the user should be asked to login with the new credentials.
15.	Write a HTML code to create website in your college or department and create link for Tutorial of specific subject.
16.	Write a program to perform following operations on two numbers input by the user: Addition 2) Subtraction 3) Multiplication 4) Division.
17.	Design a program to solve quadratic equations.
18.	Write a program to determine greatest number of three numbers.
19.	Write a script to compute, the Average and Grade of students marks.
20.	Design a scientific calculator and make event for each button using scripting language.
21.	Write a script to check whether a number is even or odd?
22.	Write a program to show whether a number is prime or not?
23.	Write a program to show multiplication table of any number.
24.	Write a program to find the factorial of any number.
25.	

Reference Books:

- Greenlaw R; Hepp E, "Fundamentals of Internet and www", 2nd Edition, Tata. McGraw-Hill, 2007.
- A Beginner's Guide to HTML Http://www.Ncsa.Nine.Edit/General/Internet/www/ html.prmter.

Online Experiment material:

- https://www.w3schools.com/html/html_examples.asp
- https://www.cs.uct.ac.za/mit_notes/web_programming.html

1

Sixth Semester

Course	Course Type	Course Title	Loa	d	n	Marks Distribu		Total Marks	Credits
Code			L	T	P	Internal	External		
UGCA1943	Skill Enhancement Course-IV	Android Programming	3	0	0	40	60	100	3
UGCA1944	Skill Enhancement Course- Laboratory	Android Programming Laboratory	0	0	2	30	20	50	1
	Open Elective-II		3	1	0	40	60	100	-4
	Elective-III		3	1	0	40	60	100	4
	Elective-IV		3	1	0	40	60	100	- 4
	Elective-III Laboratory		0	0	4	60	40	100	2
	Elective-IV Laboratory		0	0	4	60	40	100	2
	Project	Major Project	0	0	4	120	80	200	4
BMPD602-		Mentoring and Professional Development	0	0	1	25	##.	25	1
	TOTAL		10	03	15	455	485	875	25

Elective -III					
Course Code	Course Title				
UGCA1945	Artificial Intelligence				
UGCA1946	R Programming				
UGCA1947	Digital Marketing				

	Elective -IV
Course Code	Course Title
UGCA1948	Information Security
UGCA1949	Cyber Laws & IPR
UGCA1950	Machine Learning

Elective -III			
Course Code	Course Title		
UGCA1951	Artificial Intelligence Laboratory		
UGCA1952	R Programming Laboratory		
UGCA1953	Digital Marketing Laboratory		

	Elective -IV
Course Code	Course Title
UGCA1954	Information Security Laboratory
UGCA1955	Cyber Laws & IPR Laboratory
UGCA1956	Machine Learning Laboratory

	Open Electives
Course Code	Course Title
UGCA1902	Fundamentals of Computer and IT
UGCA1903	Problem Solving using C
UGCA1909	Object Oriented Programming using C++
UGCA1913	Computer Networks
UGCA1922	Database Management Systems
UGCA1957	Software Project Management

^{*}The above list of Open Elective Courses is particularly designed to offer to other disciplines such as Physics, Chemistry, Mathematics, Management or any other area of expertise in their Under-Graduate Programs.

^{*}In case Open Elective-I and Open Elective-II are not offered by any other discipline/branch in the Institute/College, then student may opt Open Elective courses from given lists of Elective courses (Theory only).

Fourth Semester

Course Code	Course Type	Course Title	Loa	d	n	Marks Distribu	and the same of th	Total Marks	Credit
			L	T	P	Internal	External		
UGCA1921	Core Theory	Software Engineering	3	1	0	40	60	100	4
UGCA1922	Core Theory	Database Management Systems	3	1	0	40	60	100	4
UGCA1923	Core Theory	Operating Systems	3	1	0	40	60	100	4
UGCA1924	Core Practical/Laboratory	Software Engineering Laboratory	0	0	4	60	40	100	2
UGCA1925	Core Practical/Laboratory	Database Management Systems Laboratory	0	0	4	60	40	100	2
UGCA1926	Core Practical/Laboratory	Operating Systems Laboratory	0	0	4	60	40	100	2
UGCA1927	Skill Enhancement Course-II	Web Designing	3	0	0	40	60	100	3
UGCA1928	Skill Enhancement Course- Laboratory	Web Designing Laboratory	0	0	2	30	20	50	1
BMPD402-18	Common Section 1	Mentoring and Professional Development	0	0	1	25	-	25	1
	TOTAL		12	03	15	395	380	775	23

Students will undergo 4 weeks Institutional Summer Training* after 4th semester. Examination will be conducted along with 5th semester practical.

- Internet for EveryOne: Alexis Leon, 1st Edition, Leon Techworld, Publication, 2009.
- Greenlaw R; Heppe, "Fundamentals of Internet and WWW", 2nd Edition, Tata McGraw-Hill, 2007.
- Raj Kamal, "Internet& Web Technologies", edition Tata McGraw-Hill Education.2009.

E-Books/ Online learning material:

- BayrossIvan, "HTML, DHTML, JavaScript, PERL, CGI", 3rd Edition, BPB Publication, 2009.
- Chris Payne, "Asp in 21 Days", 2nd Edition, Sams Publishing, 2003 PDCA.
- A Beginner's Guide To Html Http://www.Ncsa.Nine.Edit/General/Internet/w ww/Html.Prmter
- https://www.tutorialspoint.com/html/html_tutorial.pdf
- https://www.w3schools.com/js/
- https://www.w3schools.com/html/
- https://www.cs.uct.ac.za/mit_notes/web_programming.html
- http://www.pagetutor.com/table_tutor/index.html

Course Code: UGCA1928

Course Name: Web Designing Laboratory

Program: BCA	L: 0 T: 0 P: 2
Branch: Computer Applications	Credits: 1
Semester: 4 th	Contact hours: 2 hours per week
Theory/Practical: Practical	Percentage of numerical/design problems: 80%
Internal max. marks: 30	Duration of End Semester Exam (ESE): 3hrs
External max. marks: 20	Elective status: Skill Enhancement.
Total marks: 50	

Prerequisite: Students must have the knowledge of editors like Notepad etc.

Co requisite: Knowledge of Networking, Internet, Client Server concepts, Static & Dynamic environment of the websites etc.

Additional material required in ESE:

- Demonstration of the website of college/ specific department/specific cells etc. will be presented by the students during the final practical.
- Developed Website/s must be made online by the student/s.
- Printouts of the Main Page of the website must be arranged on Practical file during daily lab work and must be submitted in the final examinations.

Course Outcomes: After studying this course, students will be able to:

CO#	Course Outcomes	
	Design pages with simple tags in HTML	

CO2	Create web pages with Auido and Video content in it.
CO3	Illustrate the movement from one web page to another
CO4	Implement advanced web designing concepts using java script
CO5	Execute a small web pased project for the benefit of scoiety

Instructions: Instructor can increase/decrease the experiments as per the requirement.

1.	Create a simple HTML page to demonstrate the use of different tags.
2.	Design index page of a book on web designing.
3.	Display Letter Head of your college on a web page.
4.	Create a Hyperlink to move around within a single page rather than to load another page.
5.	Display letter using different Text formatting Tags.
6.	Design Time Table of your department and highlights of most important periods.
7.	Use Tables to provide layout to your web page.
8.	Embed Audio and Video into your web page.
9.	Divide a web page vertically and horizontally and display logo of your college in left pane and logo of university in right pane.
10.	Create a student Bio- Data.
11.	Design front page of hospital with different style sheets.
12.	Design a web page and display two different pages at a time.
13.	Write a program to create a login form. On submitting the form, the user should get navigated to a profile page using JavaScript.
14.	Write a code to create a Registration Form. On submitting the form, the user should be asked to login with the new credentials using JavaScript.
15.	Write an HTML code to create your Institute website/Department website/ Tutoria website for specific subject. Also use Java Script for validation.

Reference Books:

- 1. Greenlaw R; Hepp E, "Fundamentals of Internet and www", 2nd Edition, Tata. McGraw-Hill, 2007.
- 2. A Beginner's Guide to HTML http://www.Ncsa.Nine.Edit/General/Internet/www/
 - a. html.prmter.

Online Experiment material:

- https://www.w3schools.com/html/html_examples.asp
- https://www.cs.uct.ac.za/mit_notes/web_programming.html

I.K.G. Punjab Technical University MBA Batch 2021 onwards

Courses & Examination Scheme:

First Semester

Course	Course Type	Course Title	Load	Alloca	tions	Marks D	istribution	100000000000000000000000000000000000000	Credit
Code			L.	T*	P	Internal	External	Marks	5
MBA 101-18	Core Theory	Foundations of Management	4	0	0	40	60	100	4
MBA 102-18	Core Theory	Managerial Economics	4	0	0	40	60	100	4
MBA 103-18	Core Theory	Quantitative Techniques	4	0	0	40	60	100	4
MBA 104-18	Core Theory	Accounting for Management and Reporting	4	0	0	40	60	100	4
MBA 105-18	Core Theory	Business Environment and Indian Economy	4	0	0	40	60	100	4
MBA 106-18	Core Theory	Business Ethics and CSR	4	0	0	40	60	100	4
MBA 107-18	Core Theory	Business Communication for Managerial Effectiveness	4	0	0	40	60	100	4
	TOTAL		28	0	0	280	420	700	28

Second Semester

Course	Course Type	Course Title	Load	Allocat	tions	Marks D	istribution		
Code			L*	T.	P	Internal	External	Marks	S
MBA 201-18	Core Theory	Business Analytics for Decision Making	4	0	0	40	60	100	4
MBA 202-18	Core Theory	Legal Environment for Business	4	0	0	40	60	100	4
MBA 203-21	Core Theory	Marketing Management	4	0	0	40	60	100	4
MBA 204-18	Core Theory	Human Resource Management	4	0	0	40	60 -	100	4
MBA 205-18	Core Theory	Production and Operations Management	4	0	0	40	60	100	4
MBA 206-21	Core Theory	Corporate Finance and Policy	4	0	0	40	60	100	4
MBA 207-18	Core Theory	Entrepreneurship and Project Management	4	0	0	40	60	100	4
MBAGE 201-18	General Elective	Computer Applications for Business	2	0	0	40	60	100	2
	T	OTAL	30	0	0	320	480	825	30

Note: After second semester every student will be required to undergo summer training of six weeks duration in the corporate sector.

I.K.G. Punjab Technical University MBA Batch 2021 onwards MBA 203-21 Marketing Management

Course Objective: The course aims at making students understand concepts, philosophies, processes and techniques of managing the marketing operations of a firm in turbulent business environment. This course will provide better understanding of the complexities associated with marketing functions, strategies and provides students with the opportunity to apply the key concepts to practical business situations.

Course Outcomes: At the end of the course, the student will be able to:

- CO1 To learn the basics of marketing, selling, marketing mix and its core concepts.
- CO2 To understand the intricacies of the marketing environment and marketing information systems for effective marketing planning and strategies.
- CO3- To equip the students with necessary skills for effective market segmentation, targeting and positioning
- CO4 To prepare the students for understanding the various components of product mix, product life cycle and comprehend the new product development process.
- CO5- To develop an understanding of promotion mix and strategies for successful promotion
- CO6 To gain knowledge about the emerging trends in marketing and pyramid marketing.

Unit -I

Understanding Marketing and Consumers: Introduction to Marketing Management. Definition, Importance, Scope, Basic Marketing Concepts, Marketing Mix, Marketing vs Selling, Customer Value, techniques and relevance. Marketing Environment and Competition: Analyzing Marketing Environment-Micro, Macro, Impact of environment on marketing. Corporate Strategic Planning: Defining role of marketing strategies, marketing planning process. Marketing Information System: Concept and Components. Consumer Behaviour: Consumer buying process, Factors Influencing Consumer Buying Behaviour,

Unit-II

Market Segmentation & Targeting: Product differentiation, Positioning for competitive advantage, Product Decisions: Product Mix, Packaging and Labelling Decisions, Branding, Brand value & Brand Equity. New Product Development, Consumer Adoption Process, Product Life Cycle and marketing mix strategies. Services Marketing and 7Ps framework.

Unit -III

Pricing Decisions: Objectives, Factors Affecting Pricing Decisions, Pricing Methods,

Price Changes, Pricing Strategies.

Promoting Product: Concept of Personal Selling Personal Selling Process, Managing the Sales Force. Promotion Mix: Advertising, Sales Promotion, Public Relations.

LK.G. Punjab Technical University MBA Batch 2021 onwards

Unit -IV

Supply Chain Decisions Nature, Types, Channel Design and Channel Management Decisions, Retailing, Wholesaling

Emerging Trends in Marketing: Green Marketing, Event Marketing, Network Marketing, Social Marketing, Buzz Marketing/ Viral Marketing, Customer Relationship Management (CRM), Global Marketing, Rural Marketing, E-Commerce, Understanding Digital Marketing, Understanding Bottom of Pyramid Marketing

Suggested Readings:

- · Kotler & Koshy, Marketing Management, Pearsons Education
- Ramaswamy & Namakumari, Marketing Management, McMillian.
- McMEtzel, Walker, Stanton, and Pandit, Marketing Management, Tata McGraw Hill
- · Kurtz & Boone, Principles of Marketing, Cengage Learning
- . Kotler & Armstrong, Principles of Marketing, Prentice Hall
- · Biplab S. Bose, Marketing Management, Himalaya Publications
- · Subhash c. Jain, Marketing Management, Cengage Learning
- Rajan Saxena, Marketing Management, Tata McGraw Hill.

I.K.G. Punjab Technical University MBA Batch 2021 onwards

MBA 204-18

Human Resource Management

Course Objective: The objective of the paper is to make student aware of the various functions and importance of HR department in any organization. It is basically concerned with managing the human resources, whereby the underlying objective is to attract retain and motivate the human resources in any organization.

Course Outcomes: At the end of the course, the student will be able to:

CO1- To explain the basics of Human Resource Management and analyse the evolution of HRM.

CO2- To comprehend the environment of HRM.

CO3: To appraise various functions of HRM that facilitate employee hiring viz. human resource planning, job analysis recruitment and selection.

CO4: To understand the role of training, development, career planning and performance appraisal functions in human resource development.

CO5: To examine the provisions of employee health, safety and welfare.

CO6: To analyse the concerns of government, employees and employers in establishing Industrial relations.

CO7: To illustrate mechanisms adopted by the organizations for settlement of disputes and grievances

Unit I

Human Resource Management (HRM): Nature, Scope, Objectives and functions of HRM. Evolution of HRM, HR as a factor of competitive advantage. Organization of HR department, Line ad staff responsibility of HR managers, competencies of HR Manager. Personnel Policies and Principles. Strategic HRM: Introduction, Integrating HR strategy with Business Strategy, Difference between SHRM and HRM. HRM Environment and Environment Scanning. Human Resource Planning: Meaning, Process and importance, factors affecting Human Resource Planning. Job Analysis: Process, methods of Job Description & Job Specification.

Unit 2

Recruitment & Selection: Meaning & Concept, Process & Methods Recruitment & Selection, Induction & Placement. Training & Development: Meaning & Concept of Training & Development, Methods of Training & Development, Evaluating training effectiveness. HRM vs. HRD. Career Planning & Development: concept of career, career planning, career development, process of career planning and development, factors affecting career choices, responsibilities of Employers / managers, organization and employees in career planning and development, career counseling. Internal Mobility: Promotion, Transfer, Demotion, Separation, downsizing and outplacement.

Unit 3

Performance Appraisal: Meaning & Concept of Performance Appraisal, Methods & Process of Performance Appraisal, Issues in Performance Appraisal, Potential Appraisal. Compensation Management- Concept and elements of compensation, Job evaluation, Wage / Salary fixation, Incentives Plans & Fringe Benefits. Quality of work life (QWL): Meaning, Concept, Techniques to improve QWL. Health, Safety & Employee

I.K.G. Punjab Technical University MBA Batch 2021 onwards

Welfare, Social Security. Quality Circles: Concept, Structure, Role of Management, OCs in India.

Unit 4

Industrial Relations: Government's concerns, Union's concerns, Management concerns; Approaches of IR; Dispute Resolution Machinery. Collective Bargaining: Meaning, Scope, Objectives, Issues and Strategies, steps of collective bargaining, negotiation skills. Participative Management, Grievance Handling, Disciplining and Counseling of employees, HRIS, HR Audit. Ethical Issues in HRM. Human Resource Management practices in India.

Suggested Readings:

- Dessler, Gary, "Human Resource Management", New Delhi, Pearson Education Asia. 2017 15th Edition
- Aswathappa, K., Human Resource Management, Text and Cases (7th ed.). Mc Graw Hill.
- Flippo, E. Human Resource Management (5th ed.). McGraw Hill.
- · Ivancevich, J. Human Resource Management (12th ed.). Tata Mc Graw Hill.
- · Gomez Mejia, L. Managing Human Resources (8th ed.). Pearson Education.
- Bratton, J. and Gold, J. Human Resource Management: Theory and Practice (6th ed.). Palgrave.
- Mirza S. Saiyadain. Human Resources Management (4th ed.). Tata McGraw Hill.
- · Dale Yoder, Personal Management & Industrial Relations, Tata McGraw Hill

Sixth Semester

Course	Course Type	Course Title	Loud	Allocat	ions	Marks D	stribution	Total Marks	Credits
Code			L	T*	P	Internal	External		L DES
3BA601-18	Core Theory 13	Strategy Management	5	1	0	40	60	100	6
BA602-18	Core Theory 14	Company Law	5	1	0	40	60	100	6
	Discipline Specific Elective 3	Elective – III	5	1	0	40	60	100	6
	Discipline Specific Elective 4	Elective - IV	5	1	0	40	60	100	6
BMPD602-18		Mentoring and Professional Development	7 0	0	2	25		25	1
		TOTAL	20	4	2	185	240	425	25

SPECIALISATIONS:

Any of the following groups each having two papers in Semester VI can be chosen as specialization by the students.

BBA 611-18	Services Marketing
BBA 612-18	Retailing and Logistics Management

2. Financ BBA 621-18	Personal Financial Planning
BBA 622-18	Direct and Indirect Tax Laws

3.	Human Resource	Management
	BBA-631	Training & Development
	BBA-632	Cross Cultural Human Resource Management

BMPD 602-18 Mentoring and Professional Development

Guidelines regarding Mentoring and Professional Development

The objective of mentoring will be development of:

Overall Personality

· Aptitude (Technical and General)

- General Awareness (Current Affairs and GK)
- · Communication Skills
- · Presentation Skills
- The course shall be split in two sections i.e. class activities and outdoor activities.For achieving the above, suggestive list of activities to be conducted are:

Part - A (Class Activities)

1. Expert and video lectures (The experts can be from the fields of industrial practices, professionals, recognized motivational speakers to speak on professionalism, discipline, time management etc. The choice of topics will be a matter of choice for the teachers)

2. Aptitude Test (with respect to business practices, intellectual creativity, team skills, Decision

making skills, leadership skills etc)

Group Discussion (The students can be divided of not more than 8 in a group, a write up as a
case study, cuttings of news series, current affairs etc followed by a GD).

4. Quiz (General/Technical) (quizzes can be oral using a PPT, written MCQs/short answer type questions covering general knowledge (latest business developments and key announcements by government/autonomous bodies, world bodies etc

 Presentations by the students (Preferably to an individual student or at the most more than a group of 2 students; Topics can be success stories of business personalities, Resilience of business houses, caselets etc)

6. Team building Exercises (team events within the class for problem solving)

Part - B (Outdoor Activities) (A brief report of minimum 10-15 pages must be submitted at the end of semester)

1. Sports/NSS/NCC

Field project (may be general topics, business topics or awareness about government social schemes, health and hygiene, UGC social initiatives etc).

 Society Activities of various students chapter i.e. ISTE, SCIE, SAE, CSI, Cultural Club, etc. (Group events in the form of social campaigns, humanitarian activities, making students turn Samaritans etc)

Note: Evaluation shall be based on rubrics for Part – A & B. Mentors/Faculty in-charge will maintain proper record student wise of each activity conducted and the same shall be submitted to the department.

Fourth Semester

Course Code	Course Type Course Title	Load	Allocal	llans i	Marks Di	stribution	Total Marks	Credit	
		L.	T*	P	Internal	External			
BBA401-18	Core Theory 8	Business Research Methods	5	1	0	40	60	100	6
BBA 402-18	Core Theory 9	Human Resource Management	5	1	0	40	60	100	6
BBA 403-18	Core Theory 10	Financial Management	5	1	0	40	60	100	6
BBAGE 401-18	General Elective 4	Entrepreneurship Development	5	1	0	40	60	100	6
BBASEC 401-18	Skill Enhancement Course-2	Business Ethics and Corporate Social Responsibility	2	0	0	40	60	100	2
BMPD402-18		Mentoring and Professional Development	0	0	2	25		25	1
	Т	OTAL	22	4	2	425	300	525	27

Fifth Semester

Code	Course Type	Course Title	Load Allocations			Marks D	stribubón	Total Marks	Credits
Code			r.	T*	P	Internal	External	WHIT NO	
BBA501-18	Core Theory 11	Operation Research	5	1	0	40	60	100	6
BBA502-18	Core Theory 12	Mercantile Law	5	1	0	40	60	100	6
	Discipline Specific Elective 1	Elective – I	5	1	0	40	60	100	6
	Discipline Specific Elective 2	Elective - II	5	1	0	40	60	100	6
BMPD502-18		Mentoring and Professional Development	0	0	2	25		25	1
		TOTAL	20	4	2	225	240	425	25

BMPD402-18 Mentoring and Professional Development

Guidelines regarding Mentoring and Professional Development

The objective of mentoring will be development of:

- Overall Personality
- [Aptitude (Technical and General)
- General Awareness (Current Affairs and GK)
- [Communication Skills
- Presentation Skills

The course shall be split in two sections i.e. outdoor activities and class activities. For achieving the above, suggestive list of activities to be conducted are:

Part – A (Class Activities)

- Expert and video lectures
- Aptitude Test
- 3. Group Discussion
- Quiz (General/Technical)
- 5. Presentations by the students
- 6. Team building Exercises

Part – B (Outdoor Activities)

- 10. Sports/NSS/NCC
- Field project.
- Society Activities of various students chapter i.e. ISTE, SCIE, SAE, CSI, Cultural Club, etc.

Note: Evaluation shall be based on rubrics for Part – A & B.

Mentors/Faculty incharges shall maintain proper record student wise of each activity conducted and the same shall be submitted to the department.

SPECIALISATIONS

Any of the following groups each having two papers in Semester V can be chosen as specialization by the students.

1. Ac	counting & Finance	
BCOP 511-18	Personal Financial Planning	
BCOP 512-18	Advanced Financial Management	

iking & Insurance	
Banking Services Management	
Insurance Services Management	
	Banking Services Management

Sixth Semester

Course	Course Type Course Title	Load Allocations				arks ibution	Total Mark	Credit	
	- 100		L*	T*	P	Internal	External	18	
BCOM 601-18	Core Theory 13	Industrial Relations and Labour Laws	5	1	0	40	60	100	6
	Core Theory 14	Operation Research	5	1	0	40	60	100	6
	Discipline Specific Elective 3	Elective – III	5	1	0	40	60	100	6
	Discipline Specific Elective 4	Elective - IV	5	1	0	40	60	100	6
BMPD602-18		Mentoring and Professional Development	0	0	2	25	**	25	1
	T	OTAL	20	4	2	185	240	425	25

SPECIALISATIONS:

Any of the following groups each having two papers in Semester VI can be chosen as specialization by the students.

1. Accounting & Finance

BCOP 611-18	Security Analysis & Portfolio Management
BCOP 612-18	Management of Financial Services

2. Banking & Insurance

BCOP 621-18	Banking Laws & Services	
BCOP 622-18	Risk Management & Insurance	

BCOM602-18

Operation Research

Course objective: This course aims at providing fundamental knowledge and exposure to the concepts, theories and practices in use of quantitative techniques for optimum decision making and to facilitate the students in appreciating need/significance and applications of various techniques of operation research in decision making.

UNIT-I

Introduction: Introduction to Operations Research: Basics definition, scope, objectives, phases, models and limitations of Operations Research.

Deterministic Models: Formulation of Linear Programming Problem, Graphical solution of LPP, Simplex Method, Artificial variables, Big-M method, Transportation Problem: Formulation, solution, unbalanced Transportation problem. Finding basic feasible solutions, Optimality tests, Assignment Model: Formulation, Hungarian method for optimal solution, Solving unbalanced problem, Travelling salesman problem.

UNIT-II

Probabilistic Models: Decision making under uncertainty: Maximum and minimum models; Introduction to decision tree. Game theory: Solution of simple two person zero-sum games: Examples of simple competitive situation.

Dynamic Programming: Introduction to deterministic and probabilistic dynamic programming, Solution of simple problems.

UNIT-III

Queuing theory: Types of queuing situation, Queuing models with Poisson's input and exponential service, their application to simple situations.

Network Models: PERT & CPM, Introduction, analysis of time bound project situations, construction of net works, identification of critical path, slack and float, crashing of network for cost reduction.

UNIT-IV

Replacement Models: Replacement of Items that deteriorate whose maintenance costs increase with time without change in the money value. Replacement of items that fail suddenly: individual replacement policy, group replacement policy.

Inventory Models: Inventory costs. Models with deterministic demand model (a) demand rate uniform and production rate infinite, model (b) demand rate non-uniform and production rate infinite, model (c) demand rate uniform and production rate finite.

Suggested Readings:

- · Wagner, HM, Principles of Operations Research; Prentice Hall.
- Gupta, PK and Hira, DS, Operations Research, S. Chand & Co.
- Taha, Introduction to Operation Research; Pearson.
- Hiller, F.S. and Libermann, G.I. Introduction to Operation Research; Holden Ray.
- Sharma, J.K. Operations Research Theory & Applications; Macmillan India Ltd.
- Sharma J.K. Operations Research, Problems and Solutions; Macmillan India Ltd.

Fourth Semester

Course	Course Type	Course Title	Load Allocations				rks bution	Total Marks	Credits
			F.	T*	P	Internal	External		8
BCOM 401-18	Core Theory 8	Corporate Accounting	5	1	0	40	60	100	6
BCOM 402-18	Core Theory 9	Company Law	5	1	0	40	60	100	6
BCOM 403-18	Core Theory 10	Income Tax Law & Practice	5	1	0	40	60	100	6
BCOMGE 401-18	General Elective	Entrepreneurship Development	5	1	0	40	60	100	6
BCOMSEC 401-18	Skill Enhancement Course-2	Workshop on Computerized Accounting	2	0	0	40	60	100	2
BMPD402-18		Mentoring and Professional Development	0	0	2	25		25	1
	7	OTAL	22	4	2	425	300	525	27

Fifth Semester

Course Code	Course Type: Course Title		Load .	Alloca	tions		irks bution	Total Marks	
		E .	L*	T*	P	Internal	External		
BCOM 501-18	Core Theory 11	Financial Management	5	1	0	40	60	100	6
BCOM 502-18	Core Theory 12	Goods and Services Tax	5	1	0	40	60	100	6
	Discipline Specific Elective 1	Elective – I	5	1	0	40	60	100	6
	Discipline Specific Elective 2	Elective – II	5	1	0	40	60	100	6
BMPD502-18		Mentoring and Professional Development	0	0	2	25	**	25	1
- Same	T	OTAL	20	4	2	225	240	425	25

BMPD402-18 Mentoring and Professional Development

Guidelines regarding Mentoring and Professional Development

The objective of mentoring will be development of:

- Overall Personality
 - Aptitude (Technical and General)
- General Awareness (Current Affairs and GK)
- Communication Skills
- Presentation Skills

The course shall be split in two sections i.e. outdoor activities and class activities. For achieving the above, suggestive list of activities to be conducted are:

Part - A (Class Activities)

- Expert and video lectures
- Aptitude Test
- 3. Group Discussion
- 4. Ouiz (General/Technical)
- 5. Presentations by the students
- 6. Team building Exercises

Part - B (Outdoor Activities)

- Sports/NSS/NCC
- Field project.
- Society Activities of various students chapter i.e. ISTE, SCIE, SAE, CSI, Cultural Club, etc.

Note: Evaluation shall be based on rubrics for Part – A & B.

Mentors / Faculty incharges shall maintain proper record student wise of each activity conducted and the same shall be submitted to the department.

I.K.G. Punjab Technical University MBA Batch 2018 onwards

Courses & Examination Scheme:

First Semester

Course	Course Type	Course Title	Load Allocations			Marks D	istribution		Credit
Code			L*	T*	P	Internal	External	Marks	No.
MBA 101-18	Core Theory	Foundations of Management	4	0	0	40	60	100	4
MBA 102-18	Core Theory	Managerial Economics	4	0	0	40	60	100	4
MBA 103-18	Core Theory	Quantitative Techniques	4	0	0	40	60	100	4
MBA 104-18	Core Theory	Accounting for Management and Reporting	4	0	0	40	60	100	4
MBA 105-18	Core Theory	Business Environment and Indian Economy	4	0	0	40	60	100	4
MBA 106-18	Core Theory	Business Ethics and CSR	4	0	0	40	60	100	4
MBA 107-18	Core Theory	Business Communication for Managerial Effectiveness	4	0	0	40	60	100	4
	TOTAL	Single-side opposite the same	28	0	0	280	420	700	28

Second Semester

Course Code	Course Type	Course Title	Load Allocations			Marks Distribution		Total	Credits
			L*	T*	P	Internal	External	Marks	
MBA 201-18	Core Theory	Business Analytics for Decision Making	4	0	0	40	60	100	4
MBA 202-18	Core Theory	Legal Environment for Business	4	0	0	40	60	100	4
MBA 203-18	Core Theory	Marketing Management	4	0	0	40	60	100	4
MBA 204-18	Core Theory	Human Resource Management	4	0	0	40	-60	100	4
MBA 205-18	Core Theory	Production and Operations Management	4	0	0	40	60	100	4
MBA 206-18	Core Theory	Corporate Finance and Indian Financial System	4	0	0	40	60	100	4
MBA 207-18	Core Theory	Entrepreneurship and Project Management	4	0	0	40	60	100	4
MBAGE 201-18	General Elective	Computer Applications for Business	2	0	0	40	60	100	2
	TOTAL		30	0	0	320	480	825	30

Note: After second semester every student will be required to undergo summer training of six weeks duration in the corporate sector.