

DON BOSCO ARTS & SCIENCE COLLEGE
ANGADIKADAVU

(Affiliated to Kannur University Approved by Government of Kerala)

ANGADIKADAVU P.O., IRITTY, KANNUR – 670706



COURSE PLAN

M.com Finance

(2021 – 23)

SEMESTER - III

ACADEMIC YEAR - (2022-23)

III Semester M.com Finance (2021 -2023)

SL. No.	Name of Subjects with Code	Name of the Teacher	Duty Hours per week
1.	COM3CI 1 Marketing Management	Centile Abraham K	5
2.	COM3C12 Corporate Accounting	Nisha mol N V	5
3.	COM 13 Income Tax Law And Practice	Deepthy Joseph	5
4.	COM3C14 Derivatives and Risk Management	Sojimol P J	5
5.	COM3C15 Human Resource Management	Shilpa Vichitran	5
	Name of Class Incharge	Sojimol P J	

TIME TABLE

Day	09.50 Am - 10.45 Am	10.45 Am -11.40 Am	11.55 Am -12.50 Pm	01.40 Pm - 02.35 Pm	02.35 Pm - 03.30 Pm
1	COM 13 Income Tax Law And Practice	COM3C15 Human Resource Management	COM3C12 Corporate Accounting	COM3C14 Derivatives and Risk Management	COM3CI 1 Marketing Management
2	COM3C12 Corporate Accounting	COM3C14 Derivatives and Risk Management	COM3CI 1 Marketing Management	COM3C15 Human Resource Management	COM 13 Income Tax Law And Practice
3	COM3C15 Human Resource Management	COM3CI 1 Marketing Management	COM 13 Income Tax Law And Practice	COM3C14 Derivatives and Risk Management	COM3C12 Corporate Accounting
4	COM3C14 Derivatives and Risk Management	COM 13 Income Tax Law And Practice	COM3C12 Corporate Accounting	COM3CI 1 Marketing Management	COM3C15 Human Resource Management
5	COM3CI 1 Marketing Management	COM3C14 Derivatives and Risk Management	COM3C15 Human Resource Management	COM 13 Income Tax Law And Practice	COM3C12 Corporate Accounting

Subject Code:	COM 3C11
Subject Name:	MARKETING MANAGEMENT
No. of Credits:	04
No. of Contact Hours:	90
Hours per Week:	05
Name of the Teacher:	Centil Abraham K.

COURSE OBJECTIVES:

1. To acquaint the students with the marketing principles and practice.
2. To understand the process of modern marketing.

Module I. Introduction to marketing: Concept, Nature, Scope and Importance of Marketing - Marketing concepts -Recent trends in marketing -Process of Marketing management -Marketing Management tasks -Strategic Marketing Planning -Marketing Organization in control -Green Marketing, Event Marketing, Interest Marketing and Viral Marketing -Social, Environmental and Ethical issues in marketing -Segmentation, targeting and positioning -Marketing mix. (20 Hours)

Module II. Consumer Behaviour : Concept and characteristic -Buyer Behaviour -Consumer decision making process -factors influencing buying behaviour -Consumer value -Consumer satisfaction and consumer delight -Relationship marketing -Consumer protection in India. (10 Hours)

Module III. Product decisions -Concept of product -Core product and augmented Product -Product line and mix decisions -Product life cycle -New Product development process -branding and packaging -marketing Myopia. (15 Hours)

Module IV. Pricing decisions -Factors affecting pricing decisions -pricing policies and strategies Methods of pricing -Price adjustment strategies. (10 Hours)

Module V. Promotion and Distribution decisions -Marketing communication -Promotion mix-advertising advertising budget -Advertisement copy advertising media -Sales promotion tools and techniques personal selling and salesmanship -Management of Marketing channels -Wholesalers and retailers -new retail formats -Recent trends in Channel Management. (15 Hours)

Module VI. Rural Marketing: Features of rural marketing in India -Problems of rural marketing - Rural marketing strategies -Agricultural marketing in India. (10 Hours) Practice Hours (10 Hours)
Total Hours 90 Hours

BOOKS FOR REFERENCE:

1. Philip Kotler - Marketing Management
2. Sherlekar S.A. - Marketing Management
3. S.P. Bansal - Marketing Management
4. Chabra - Marketing Management
5. Rajan Nair - Marketing Management
6. Arun Kumar & N. Meenakshi - Marketing Management

TEACHING SCHEDULE

No of Weeks	Dates	Session	Topic
1	04-07-2022 To 08-07-2022	1	Module I. Introduction to marketing: Concept, Nature
		2	Scope and Importance of Marketing
		3	Marketing concepts
		4	Recent trends in marketing
		5	Process of Marketing management
2	11-07-2022 To 15-07-2022	6	Marketing Management tasks
		7	Strategic Marketing Planning
		8	Marketing Organization in control
		9	Green Marketing, Event Marketing, Interest Marketing and Viral Marketing
		10	Social, Environmental issues in marketing
3	18-07-2022 To 22-07-2022	11	Ethical issues in marketing
		12	Segmentation, targeting and positioning
		13	Marketing mix
		14	Class Test - 01
		15	Module II. Consumer Behaviour: Concept and characteristics
4	25-07-2022 To 29-07-2022	16	Buyer Behaviour
		17	Consumer decision making process
		18	Factors influencing buying behaviour
		28 July	Karkidaka Vav
		19	Consumer value
5	01-08-2022 To 05-08-2022	20	Consumer satisfaction and consumer delight
		21	Relationship marketing
		22	Consumer protection in India
		23	Class Test - 02
		24	Previous year question paper discussion
6	08-08-2022 To 12-08-2022	08 August	Muharam
		25	Module III. Product decisions
		26	Concept of product
		27	Core product and augmented Product
		28	Product line and mix decisions
7	15-08-2022 To	15 August	Independence Day
		29	Product life cycle
		30	Revision

No of Weeks	Dates	Session	Topic
	19-08-2022	18 August	Sree Krishna Jayanthi
		31	Previous year question paper discussion
8	22-08-2022 To 26-08-2022	32	I internal Examination
		33	I internal Examination
		34	I internal Examination
		35	I internal Examination
		36	I internal Examination
9	29-08-2022 To 02-09-2022	37	New Product development process
		38	Branding
		39	Packaging
		40	Marketing Myopia
		41	Class Test - 03
10	05-09-2022 To 09-09-2022	05 September	ONAM VACATION
		06 September	ONAM VACATION
		07 September	ONAM VACATION
		08 September	ONAM VACATION
		09 September	ONAM VACATION
11	12-09-2022 To 16-09-2022	42	Module IV. Pricing decisions
		43	Pricing decisions concepts
		44	Factors affecting pricing decisions
		45	Pricing policies
		46	Pricing policies
12	19-09-2022 To 23-09-2022	47	Pricing strategies
		48	Methods of pricing
		21 September	Sree Narayana Guru Samadhi
		49	Methods of pricing
		50	Price adjustment strategies
13	26-09-2022 To 30-09-2022	51	Previous year question paper discussion
		52	Class Test - 04
		53	Module V. Promotion decisions
		54	Distribution decisions
		55	Marketing communication
14	03-10-2022 To 07-10-2022	56	Promotion mix
		04 October	Mahanavami
		05 October	Vijayadasami
		57	Advertising budget
		58	Advertisement copy

No of Weeks	Dates	Session	Topic
15	10-10-2022 To 14-10-2022	59	Advertising media
		60	Sales promotion tools
		61	Sales promotion techniques
		62	Personal selling
		63	Salesmanship
16	17-10-2022 To 21-10-2022	64	Management of Marketing channels
		65	Wholesalers
		66	Retailers
		67	New retail formats, Recent trends in Channel Management
		68	Class Test - 05
17	24-10-2022 To 28-10-2022	24 October	Deepavali
		69	II Internal Examination
		70	II Internal Examination
		71	II Internal Examination
		72	II Internal Examination
18	31-0-2022 To 04-11-2022	73	Module VI. Rural Marketing
		74	Features of rural marketing in India
		75	Problems of rural marketing
		76	Rural marketing strategies
		77	Rural marketing strategies
19	07-11-2022 To 11-11-2022	78	Agricultural marketing in India
		79	Revision
		80	Previous year question paper discussion
		81	Seminar
		82	Class Test - 06
20	14-11-2022 To 18-11-2022	83	III Semester University Examination
		84	III Semester University Examination
		85	III Semester University Examination
		86	III Semester University Examination
		87	III Semester University Examination
		88	III Semester University Examination
21	21-11-2022 To 25-12-2022	89	III Semester University Examination
		90	III Semester University Examination

Subject Code:	COM3C12
Subject Name:	CORPORATE ACCOUNTING
No. of Credits:	04
No. of Contact Hours:	90
Hours per Week:	05
Name of the Teacher:	NISHAMOL NV

COURSE OBJECTIVES

To familiarize the student knowledge about the Corporate Accounting System

Module I.

Amalgamation, Absorption and Reconstruction of Companies -Meaning –Objectives
 Amalgamation in the nature of Purchase -Amalgamation in the Nature of Merger -
 Inter Company Owings -Unrealized profit -Inter Company Holdings -Internal
 Reconstruction-Reduction of capital -Steps for reconstruction

(15

Hours)

Module II

Liquidation of Companies -Meaning -Methods of winding up – Statement of affairs-
 Deficiency/Surplus Accounts – Liquidator’s Final Statement of Accounts -Receivers
 Statement of accounts

(15

Hours)

Module III

Double Account System -Meaning -Double Account System Vs Double Entry System
 Advantages and Disadvantages

(15

Hours)

Module IV.

Holding Company -Concept and Definition -Principles of consolidation –Contingent
 liabilities Unrealised profits -Revaluation of assets and liabilities –Issue of Bonus
 Shares and Dividend by Subsidiaries -Reciprocal Stock holding.

(20

Hours)

Module V

Final Accounts of Insurance Companies -Final Accounts of Life and General Insurance
 Companies in the prescribed forms -Determination of profit of Life Insurance Business.

(15

Hours)

BOOKS FOR REFERENCE:

1. Advanced Accounts. M.C. Shukla and T.S. Grewal
2. Advanced Accounting - Ashok Seghal & Deepak Seghal
3. Advanced Accountancy - R.L Gupta & M. Radhaswami

4. Advanced Accountancy -Arulandan & Raman

TEACHING SCHEDULE

No of Weeks	Dates	Session	Topic
1	04-07-2022 To 08-07-2022	1	Module I: Amalgamation, Absorption and Reconstruction of Companies -Meaning
		2	Objectives of Amalgamation
		3	Amalgamation in the nature of Purchase
		4	Amalgamation in the Nature of Merger
		5	Problems
2	11-07-2022 To 15-07-2022	6	Problems
		7	Problems
		8	Inter company Owings
		9	Inter company Owings
		10	Inter company holdings
3	18-07-2022 To 22-07-2022	11	Unrealized profit
		12	Unrealized profit
		13	Internal Reconstruction
		14	Problems
		15	Problems
4	25-07-2022 To 29-07-2022	16	Problems
		17	Reduction of share capital
		18	Reduction of share capital
		28 July	Karkidaka Vav
		19	Steps for reconstruction
5	01-08-2022 To 05-08-2022	20	Class Test
		21	Module II Liquidation of Companies -Meaning
		22	Methods of winding up
		23	Methods of winding up
		24	Statement of affairs
6	08-08-2022 To 12-08-2022	08 August	Muharam
		25	Problems
		26	Deficiency or surplus account
		27	Problems
		28	Liquidator's Final Statement of account
7	15-08-2022	15 August	Independence Day

No of Weeks	Dates	Session	Topic
	To 19-08-2022	29	Receivers statement of account
		30	Class Test
		18 August	Sree Krishna Jayanthi
		31	Double Account System -Meaning
8	22-08-2022 To 26-08-2022	32	I internal Examination
		33	I internal Examination
		34	I internal Examination
		35	I internal Examination
		36	I internal Examination
9	29-08-2022 To 02-09-2022	37	Merits and demerits of double account
		38	Objectives of double account
		39	Differences between double account and double entry.
		40	Problems
		41	Problems
10	05-09-2022 To 09-09-2022	05 September	ONAM VACATION
		06 September	ONAM VACATION
		07 September	ONAM VACATION
		08 September	ONAM VACATION
		09 September	ONAM VACATION
11	12-09-2022 To 16-09-2022	42	Problems
		43	Difference between double account and single account
		44	Problems
		45	Class test
		46	Module IV: Holding Company -Concept and Definition
12	19-09-2022 To 23-09-2022	47	Principles of consolidation
		48	Contingent liabilities
		21 September	Sree Narayana Guru Samadhi
		49	Problems
		50	Problems
13	26-09-2022 To 30-09-2022	51	Unrealised profits
		52	Problems
		53	Problems
		54	Revaluation of assets and liabilities
		55	Problems
14	03-10-2022 To 07-10-2022	56	Problems
		04 October	Mahanavami
		05 October	Vijayadasami

No of Weeks	Dates	Session	Topic
		57	Issue of bonus shares
		58	Problems
15	10-10-2022 To 14-10-2022	59	Problems
		60	Dividend by subsidiary company
		61	Dividend by subsidiary company
		62	Reciprocal stock holding
		63	Reciprocal stock holding
16	17-10-2022 To 21-10-2022	64	Reciprocal stock holding
		65	Class Test
		66	Module V: Final Accounts of Insurance Companies
		67	Final Accounts of Life insurance Companies in the prescribed forms
		68	Problems
17	24-10-2022 To 28-10-2022	24 October	Deepavali
		69	II Internal Examination
		70	II Internal Examination
		71	II Internal Examination
		72	II Internal Examination
18	31-0-2022 To 04-11-2022	73	Problems
		74	Problems
		75	General Insurance Companies in the prescribed forms
		76	Problems
		77	Problems
19	07-11-2022 To 11-11-2022	78	Problems
		79	Problems
		80	Problems
		81	Determination of profit of Life Insurance Business.
		82	Class Test
20	14-11-2022 To 18-11-2022	83	III Semester University Examination
		84	III Semester University Examination
		85	III Semester University Examination
		86	III Semester University Examination
		87	III Semester University Examination
		88	III Semester University Examination
21	21-11-2022 To 25-11-2022	89	III Semester University Examination
		90	III Semester University Examination

Subject Code:	COM3C13
Subject Name:	INCOME TAX LAW AND PRACTICE
No. of Credits:	04
No. of Contact Hours:	90
Hours per Week:	5
Name of the Teacher:	DEEPTHY JOSEPH

COURSE OBJECTIVES:

To provide the students an in-depth knowledge of the basic concepts of Income Tax and the provisions relating to the computation of Total income and tax liability of an individual assessee.

Module I.

Introduction -Basic concepts -Capital and Revenue -Residence and incidence of Tax - Exempted incomes. (10 Hours)

Module II.

Heads of income -Salary -Chargeability -Computation -Allowances -Perquisites - Profits in lieu of Salary -Provident Funds -Deductions (15 Hours)

Module III.

Income from House Property -Chargeability -Annual Value -Computation – Deductions (15 Hours)

Module IV.

Profits and Gains of Business or Profession -Business -Profession Chargeability -Computation of Profits and Gains -Deductions -Amount not deductible -Depreciation

(15 Hours)

Module V.

Capital Gains -Chargeability -Short term and Long term -Computation -Deductions - Exemptions Computation of Tax. (10 Hours)

Module VI.

Income from other Sources -Chargeability -General -Specific -Computation –
Deductions

(5 Hours)

Module VII.

Aggregation of Income -Clubbing -Set Off and carry forward of losses -Deductions from Gross Total Income -Computation of Total income and Tax liability of Individuals and HUF. (15 Hours)

Practice Hours (10 Hours)

Total Hours 90 Hours

BOOKS FOR REFERENCE:

1. Mehrotra & Goyal : Income Tax Law and Practice : Sahitya Bhavan, Agra
2. V.K. Singhaniya : Direct taxes Law and Practice : Taxman
3. B.S. Raman : Income Tax Law & Practice : United Publishers
4. Bhagvati Prasad : Direct Taxes : Viswa Prakasan
5. A.P. Philip : Direct Taxes Law ad Practices : SOBA Publications

TEACHING SCHEDULE

No of Weeks	Dates	Session	Topic
1	04-07-2022 To 08-07-2022	1	Introduction to tax
		2	Basic concepts
		3	Basic concepts
		4	Capital and Revenue
		5	Residence of Tax
2	11-07-2022 To 15-07-2022	6	Residence of Tax - Problems
		7	Incidence of Tax
		8	Incidence of Tax- Problems
		9	Exempted incomes
3	18-07-2022 To	10	Class Test
		11	Heads of income -Salary -Chargeability - Computation
		12	Allowances
		13	Allowances

No of Weeks	Dates	Session	Topic
	22-07-2022	14	Perquisites
		15	Perquisites
4	25-07-2022 To 29-07-2022	16	Profits in lieu of Salary, Provident Funds
		17	Retirement salary
		18	Retirement salary
		28 July	Karkidaka Vav
		19	Retirement salary
5	01-08-2022 To 05-08-2022	20	Retirement salary
		21	Combined Problems
		22	Combined Problems
		23	Combined Problems
		24	Combined Problems
6	08-08-2022 To 12-08-2022	08 August	Muharam
		25	Class Test
		26	Income from House Property -Chargeability
		27	Exemptions
		28	GAV Computation
7	15-08-2022 To 19-08-2022	15 August	Independence Day
		29	GAV Computation
		30	Annual Value - Computation
		18 August	Sree Krishna Jayanthi
		31	Annual Value - Computation
8	22-08-2022 To 26-08-2022	32	I internal Examination
		33	I internal Examination
		34	I internal Examination
		35	I internal Examination
		36	I internal Examination
9	29-08-2022 To 02-09-2022	37	Annual Value - Computation
		38	Deductions
		39	Deductions
		40	Deductions
		41	Deductions
10	05-09-2022 To 09-09-2022	05 September	ONAM VACATION
		06 September	ONAM VACATION
		07 September	ONAM VACATION
		08 September	ONAM VACATION
		09 September	ONAM VACATION
11	12-09-2022	42	Computation of Income from House Property

No of Weeks	Dates	Session	Topic
	To 16-09-2022	43	Computation of Income from House Property
		44	Computation of Income from House Property
		45	Class Test
		46	Business -Profession- meaning -Chargeability
12	19-09-2022 To 23-09-2022	47	Computation of Profits and Gains of Business or Profession
		48	Allowable expenses
		21 September	Sree Narayana Guru Samadhi
		49	Disallowable expenses
		50	Allowable income
13	26-09-2022 To 30-09-2022	51	Disallowed income
		52	Deemed profits
		53	Computation of Profits and Gains of Business or Profession
		54	Computation of Profits and Gains of Business or Profession
		55	Computation of Profits and Gains of Business or Profession
14	03-10-2022 To 07-10-2022	56	Computation of Profits and Gains of Business or Profession
		04 October	Mahanavami
		05 October	Vijayadasami
		57	Depreciation
		58	Depreciation
15	10-10-2022 To 14-10-2022	59	Depreciation
		60	Class test
		61	Capital Gains -Chargeability
		62	Short term and Long term CG
		63	Computation of Short term CG
16	17-10-2022 To 21-10-2022	64	Computation of Long term CG
		65	Computation of Long term CG
		66	Deductions
		67	Exemptions Computation of Tax.
		68	Exemptions Computation of Tax.
17	24-10-2022 To 28-10-2022	24 October	Deepavali
		69	II Internal Examination
		70	II Internal Examination
		71	II Internal Examination

No of Weeks	Dates	Session	Topic
		72	II Internal Examination
18	31-0-2022 To 04-11-2022	73	II Internal Examination
		74	Exemptions Computation of Tax.
		75	Income from other Sources -Chargeability -
		76	Computation –Deductions
		77	Computation –Deductions
19	07-11-2022 To 11-11-2022	78	Aggregation of Income
		79	Clubbing
		80	Set Off and carry forward of losses
		81	Deductions from Gross Total Income
		82	Deductions from Gross Total Income
20	14-11-2022 To 18-11-2022	83	Computation of Total income and Tax liability of Individuals
		84	Computation of Total income and Tax liability of Individuals
		85	Computation of Total income and Tax liability of HUF
		86	III Semester University Examination
		87	III Semester University Examination
		88	III Semester University Examination
21	21-11-2022 To 25-12-2022	89	III Semester University Examination
		90	III Semester University Examination

Subject Code:	COWC14
Subject Name:	DERIVATIVES AND RISK MANAGEMENT
No. of Credits:	04
No. of Contact Hours:	90
Hours per Week:	05
Name of the Teacher:	SOJIMOL P J

cowc14- DERIVATIVES AND RISK MANAGEMENT

Course Objectives:

1. To give the students an exposure to derivatives.
2. To develop the skill of decision making by using different derivatives contracts

Module I : Derivatives : Meaning and Definition - Evolution – Characteristics – Types -

Significances – participants in derivative market Functions of derivative market – Commodity Exchanges in India -Role and importance .

. 10 hours

Module II : Forwards : Meaning and Definition - Features – Classifications – Forward contract Vs Spot contract – Future -Meaning and Definition - Features – uses – Forward Vs Futures . 10 hours

Module III: Futures : Types of futures - Commodity Vs Financial futures – Pricing Commodity futures – (Cost of carry model)- Expectations – Hedging with futures – (theory only)-Speculation with futures

. 20 hours

Module IV : Options : Meaning and Definition -Option Terminology -Moneyness – Types of Options -Options Vs Futures – Option trading and settlement – Option value

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Intrinsic value and Time value

. 20 hours

Module V : Stock option pricing : Factors influencing option pricing – Put and call parity pricing relation ship -Pricing model : Binomial model -single period ,Two period

valuation – Black Scholes option pricing model (Basic models only) – Assumptions

. 20 hours

Practice hours

10 hours

Total hours

90 hours .

Books Recommended

1. Derivatives and risk management - Rajiv Srivastava
2. Commodity and financial derivatives - S. Kevin
3. Fundamentals of financial derivatives – Prafullakumar Swain
4. Financial derivatives: Theory concepts and problems - S L Gupta
5. Commodity derivatives and risk management – Prabina Rajiv
6. Options futures and other derivatives - John C Hull and Sankarbasu
7. Derivatives principles and practice – Rangarajan Sundaram and Sanjiv Das

TEACHING SCHEDULE

No of Weeks	Dates	Session	Topic
1	04-07-2022 To 08-07-2022	1	Module I : Derivatives : Meaning and Definition -
		2	Evolution
		3	Characteristics
		4	Types
		5	Types
2	11-07-2022	6	participants in derivative market Functions of derivative market

No of Weeks	Dates	Session	Topic
	To 15-07-2022	7	Commodity Exchanges in India
		8	Role and importance
		9	Role and importance
		10	Class test
3	18-07-2022 To 22-07-2022	11	Module II : Forwards : Meaning and Definition
		12	Features
		13	Classifications
		14	contract Vs Spot contract
		15	contract Vs Spot contract
4	25-07-2022 To 29-07-2022	16	Future
		17	Meaning and Definition
		18	Features – uses
		28 July	Karkidaka Vav
		19	Forward Vs Futures
5	01-08-2022 To 05-08-2022	20	Class test
		21	Module III: Futures
		22	Types of futures
		23	Commodity Vs Financial futures
		24	Commodity futures
6	08-08-2022 To 12-08-2022	08 August	Muharam
		25	Cost of carry model
		26	Expectations – Hedging with futures
		27	Speculation with futures
		28	Speculation with futures
7	15-08-2022 To 19-08-2022	15 August	Independence Day
		29	Speculation with futures
		30	Class test
		18 August	Sree Krishna Jayanthi
		31	Module IV : Options : Meaning and Definition
8	22-08-2022 To 26-08-2022	32	I internal Examination
		33	I internal Examination
		34	I internal Examination
		35	I internal Examination
		36	I internal Examination
9	29-08-2022 To	37	Option Terminology
		38	Option Terminology
		39	Option Terminology

No of Weeks	Dates	Session	Topic
	02-09-2022	40	Moneyiness
		41	Moneyiness
10	05-09-2022 To 09-09-2022	05 September	ONAM VACATION
		06 September	ONAM VACATION
		07 September	ONAM VACATION
		08 September	ONAM VACATION
		09 September	ONAM VACATION
11	12-09-2022 To 16-09-2022	42	Moneyiness
		43	Types of Options -Options Vs Futures
		44	Option trading and settlement
		45	Option trading and settlement
		46	Intrinsic value and Time value
12	19-09-2022 To 23-09-2022	47	Intrinsic value and Time value
		48	Intrinsic value and Time value
		21 September	Sree Narayana Guru Samadhi
		49	Intrinsic value and Time value
		50	Class test
13	26-09-2022 To 30-09-2022	51	Practical work
		52	Practical work
		53	Practical work
		54	Practical work
		55	Practical work
14	03-10-2022 To 07-10-2022	56	Practical work
		04 October	Mahanavami
		05 October	Vijayadasami
		57	Module V : Stock option pricing :
15	10-10-2022 To 14-10-2022	58	Factors influencing option pricing –
		59	Factors influencing option pricing –
		60	Factors influencing option pricing –
		61	Put and callparity pricing relation ship
		62	Put and callparity pricing relation ship
16	17-10-2022 To 21-10-2022	63	Put and callparity pricing relation ship
		64	Pricing model : Binomial model -single period ,Two period
		65	Pricing model : Binomial model -single period ,Two

No of Weeks	Dates	Session	Topic
			period
		66	Binomial model -single period ,Two period
		67	Binomial model -single period ,Two period
		68	valuation
17	24-10-2022 To 28-10-2022	24 October	Deepavali
		69	II Internal Examination
		70	II Internal Examination
		71	II Internal Examination
		72	II Internal Examination
18	31-0-2022 To 04-11-2022	73	Black Scholes option pricing model Basic models only Assumptions
		74	Black Scholes option pricing model Basic models only Assumptions
		75	Black Scholes option pricing model Basic models only Assumptions
		76	Practical work
		77	Practical work
19	07-11-2022 To 11-11-2022	78	Practical work
		79	Practical work
		80	Practical work
		81	Practical work
		82	Class test
20	14-11-2022 To 18-11-2022	83	III Semester University Examination
		84	III Semester University Examination
		85	III Semester University Examination
		86	III Semester University Examination
		87	III Semester University Examination
		88	III Semester University Examination
21	21-11-2022 To 25-12-2022	89	III Semester University Examination
		90	III Semester University Examination

Subject Code:	COM3C15
Subject Name:	HUMAN RESOURCE MANAGEMENT
No. of Credits:	4
No. of Contact Hours:	90
Hours per Week:	5
Name of the Teacher:	SHILPA VICHITHRAN

COURSE OBJECTIVES:

1. To familiarize the students with the human resource management processes.
2. To sensitize them to the training process and techniques, and
3. To provide them with appropriate knowledge and skills required for selecting, developing and managing human resources.

Module I

Human Resource Management (HRM) : Functions of HRM. Role and status of HR Manager in an organization. HR policies: HR planning process; Recruitment: Selection; Training and Development; Performance appraisal: methods of techniques of performance appraisal; promotion and Demotions; Transfer, Separations: resignation; discharge; dismissal; suspension; retrenchment: lay off; Industrial relations. Emerging issues in HRM. (30 Hours)

Module II

HRD: Concept of HRD: Training and development: Training process: an overview: role, responsibilities and challenges to training managers and employees; Organisation and management of training function; training needs assessment and action research; instructional objectives and lesson planning; learning process. (15 Hours)

Module III

Training climate and pedagogy: developing training modules; training methods and techniques; facilities and training aids. Technical training: training for TQM: attitudinal training, training for management change; training for productivity; training for creativity and problem solving; training for leadership and training for trainers. (15 Hours)

Module IV

Grievance handling: Grievance -meaning and causes of grievance -importance and procedure of grievance handling; Hot Stove rule; code of discipline. Suggestion scheme; Importance of suggestion scheme; implementation of suggestion scheme. (10 Hours)

Module V

- (a) HR outsourcing: legal requirements; contractor's liabilities; liabilities of the company towards contractor's labourers.
- (b) HR records: objectives of HR record : absenteeism:

- (c) HR appraisal and audit: concept, scope, methods and importance of HR audit
 (d) Group dynamics. (10 Hours)

TEACHING SCHEDULE

No of Weeks	Dates	Session	Topic
1	04-07-2022 To 08-07-2022	1	Introduction to Human Resource Management (HRM)
		2	Human Resource Management (HRM)
		3	Functions of HRM
		4	Role of manager in organisation
		5	Status of manager in organisation
2	11-07-2022 To 15-07-2022	6	HR policies
		7	Types of HR policies
		8	Importance of HR policies
		9	HR planning process
		10	HR planning process
3	18-07-2022 To 22-07-2022	11	Recruitment
		12	Recruitment
		13	Selection
		14	Selection
		15	Training and Development
4	25-07-2022 To 29-07-2022	16	Performance appraisal
		17	Methods of Performance appraisal
		18	Techniques of Performance appraisal
		28 July	Karkidaka Vav
		19	Promotion and Demotions
5	01-08-2022 To 05-08-2022	20	Transfer
		21	Resignation
		22	Discharge
		23	Dismissal
		24	Suspension
6	08-08-2022 To 12-08-2022	08 August	Muharam
		25	Retrenchment
		26	Lay off
		27	Industrial relations
		28	Emerging issues in HRM.
7	15-08-2022	15 August	Independence Day
		29	Question paper revision

No of Weeks	Dates	Session	Topic
	To 19-08-2022	30	Class Test 01
		18 August	Sree Krishna Jayanthi
		31	Concept of HRD
8	22-08-2022 To 26-08-2022	32	I internal Examination
		33	I internal Examination
		34	I internal Examination
		35	I internal Examination
		36	I internal Examination
9	29-08-2022 To 02-09-2022	37	Training and development
		38	Training process: an overview
		39	Role of training managers and employees
		40	Challenges of training managers and employees
		41	Organisation and management of training function
10	05-09-2022 To 09-09-2022	05 September	ONAM VACATION
		06 September	ONAM VACATION
		07 September	ONAM VACATION
		08 September	ONAM VACATION
		09 September	ONAM VACATION
11	12-09-2022 To 16-09-2022	42	Training needs assessment and action research
		43	Instructional objectives and lesson planning; learning process.
		44	Question paper revision
		45	Class test 02
		46	Training climate and pedagogy
12	19-09-2022 To 23-09-2022	47	Developing training modules
		48	Training methods and techniques
		21 September	Sree Narayana Guru Samadhi
		49	Facilities and training aids
		50	Technical training
13	26-09-2022 To 30-09-2022	51	Training for TQM
		52	Attitudinal training
		53	Training for management change
		54	Training for productivity
		55	Training for creativity
14	03-10-2022 To	56	Training for leadership
		04 October	Mahanavami
		05 October	Vijayadasami

No of Weeks	Dates	Session	Topic
	07-10-2022	57	Training for trainers
		58	Training for problem solving;
15	10-10-2022 To 14-10-2022	59	Question paper discussion
		60	Class test 03
		61	Grievance -meaning and causes of grievance
		62	Importance and procedure of grievance handling
		63	Hot Stove rule
16	17-10-2022 To 21-10-2022	64	Code of discipline
		65	Suggestion scheme
		66	Importance of suggestion scheme
		67	Implementation of suggestion scheme
		68	Class Test 04
17	24-10-2022 To 28-10-2022	24 October	Deepavali
		69	II Internal Examination
		70	II Internal Examination
		71	II Internal Examination
		72	II Internal Examination
18	31-0-2022 To 04-11-2022	73	HR outsourcing
		74	Legal requirements
		75	Contractor's liabilities
		76	Liabilities of the company towards contractor's labourers.
		77	HR records: objectives of HR record
19	07-11-2022 To 11-11-2022	78	HR appraisal
		79	HR Audit
		80	Scope of HR appraisal & appraisal
		81	absenteeism:
		82	Group dynamics.
20	14-11-2022 To 18-11-2022	83	III Semester University Examination
		84	III Semester University Examination
		85	III Semester University Examination
		86	III Semester University Examination
		87	III Semester University Examination
		88	III Semester University Examination
21	21-11-2022	89	III Semester University Examination
		90	III Semester University Examination

No of Weeks	Dates	Session	Topic
	To 25-12-2022		