

COURSE PLAN FOR ACADEMIC YEAR 2013-14 (Even Semester)

CLASS:T.Y.B.B.A. (6th Semester)

SUBJECT:Advance HRM - II

Faculty:Dr. Ajayraj Vyas

Course Objectives

- 1) Help students in understanding human perceptions.
- 2) Make students aware about different conflicting situations and its effective management.
- 3) Enable students towards various cultures prevailing at workplace to have better organizational development.
- 4) To identify the measures that motivates an individual for adopting a particular set of behavioral attitude, to mould it in most productive manner for organizational development.

Course Plan

Unit No	Title / Name	Weightage	Sessions
1	Perception Concept - Sensation v/s Perception – Importance - Perceptual process - Perceptual selectivity - Developing perceptual skill	25%	10
2	Conflicts Management Concept, Stages of conflict episode, positive and negative aspects of conflict,Conflict management.	25%	12
3	Organizational Cultures Concept, Characteristics, Types, Functions, steps for developing a sound organizational culture.	25%	12
4	Organizational Development Concept, Nature, Process, Types of OD interventions, future trends of OD interventions	25%	11

Learning Outcomes

- 1) Students will have the clear idea about the human perception.
- 2) Students will develop an attitude in managing conflicts effectively.
- 3) Students will enhance their knowledge towards motivating individuals for getting their productive response.

COURSE PLAN FOR ACADEMIC YEAR 2013-14 (Even Semester)

CLASS:T.Y.B.B.A. (6th Semester)

SUBJECT:Operations Management

Faculty:Dr. Ajayraj Vyas

Course Objectives

- 1) To help students in enhancing their knowledge regarding various operations and production management technologies.
- 2) To make students understand various manufacturing processes.
- 3) Enable students in terms of PERT & CPM.
- 4) Help students in understanding arrangement of machineries and establishment of plant.
- 5) Identify various tools and techniques for recording of time and movements.

Course Plan

Unit	Topic	Weightage	Sessions
Unit 1	Fundamentals of Operations Management Operating System and operation management: Meaning of operating system; functions of manufacturing and operations (Transport, supply and service) – Meaning, scope and importance of operations management – Role and responsibility of operations managers in modern business environment.	25%	10
Unit 2	Production Process and Plant Layout Meaning, concept and types of production process (Job, Lot, Batch and Mass Production) – Features and comparison – Meaning and objectives of Plant layout – Factor affecting plant layout – Types of plant layout (Process, Product and Fix layout)	25%	10
Unit 3	Work Design Meaning and concept of work design – Techniques of work study – Method study: meaning, objective, basic procedure, Charts & Diagrams (Man-machine chart with examples, Flow process chart and String diagram) – Time study: Meaning, objectives and basic procedure – Tools of time study – Computation of standard time (Examples)	25%	12
Unit 4	Operation/Production Planning and Control Production Planning: Meaning, objectives, planning procedure, Routing, scheduling, dispatching and follow up – Production control: Meaning, objectives and importance of production control – Examples on Critical Path Method (CPM)	25%	13

Learning Outcomes

- 1) Students will understand the entire management of manufacturing.
- 2) They would get an actual idea about the selection of location and arrangement of machineries.
- 3) They will learn how to frame up the entire plan of undertaking the operational activities of a particular project.
- 4) They will develop an understanding of using various tools and technologies related to production and operations management.

COURSE PLAN FOR ACADEMIC YEAR 2013-14 (Even Semester)

Class: 4th Year ITM (8th Semester)

Subject: Group Process Behaviour

Faculty Names: Ms. Joe Marry George & Dr. Ajayraj Vyas

Course Objectives:

1. The students will become aware about the existence & need for power and authority in the organisations.
2. The students will understand the role and importance of groups and teams in the organisations.
3. The students will become aware of the leadership theories and organizational climate.

Sr. No.	Course Plan	Weightage/Lectures Required
Unit 1	Power & Authority Power, types, concentration of power, politics, authority, sources of authority, limit of authority, status	25% & 11
Unit 2	Groups & teams: Theories of group formation, dysfunctions of groups and teams, group decision making, techniques for improving group decision making, positive and negative aspects of group decision making & inter group behaviour	25% & 12
Unit 3	Leadership: Difference between leadership and management, leadership styles in Indian organisations & contemporary issues in leadership	25% & 11
Unit 4	Organizational Climate Concept, developing a sound org climate, participation & org climate, participation in Indian org	25% & 11

Outcome of the course:

1. The students will know the existence of power and authority in the organisations.
2. The students learn the importance of group and teams in the organisation.
3. The students will become aware about the various techniques of leadership
4. The students will understand the meaning and need for good organizational climate.

COURSE PLAN FOR ACADEMIC YEAR 2013-14 (Even Semester)

CLASS:MEB (IInd Semester)

SUBJECT: Entrepreneurial Development

Faculty: Dr. Ajayraj Vyas

Course Objective

The purpose of this course is to provide in depth understanding to the learners about the various aspects of entrepreneurial spirit. It aims at providing systematic details about entrepreneurial trends in country and outside through cases and illustrations. The course also focus on the different promotional schemes and funding agencies as well as also has an intention to help students in preparing their own venture plan.

Course Plan

Unit		Weightage	Sessions
UNIT 1	<u>Fundamentals of Entrepreneurship</u> :Meaning and definition; Difference between Entrepreneur & Manager; Difference between Entrepreneur & Intrapreneur; Difference between Entrepreneur & Entrepreneurship; Functions of Entrepreneur; Types of Entrepreneur; Qualities of successful entrepreneur; Entrepreneurial culture; Role of entrepreneurs in Indian economic development; Entrepreneurial pitfalls	25%	15 sessions
UNIT 2	Entrepreneurial motivation: Need; Motivating factors; Theories of entrepreneurial motivation (Need hierarchy and Need arc theory); Kakinada Experiment; Achievement motivation. Entrepreneurial Development: Role of Central Government and State Government in promoting Entrepreneurship; Role of agencies in the Entrepreneurship Development (DIC, EDII, NIESBUD, NEDB); Entrepreneurship Development Programme	25%	15 sessions
UNIT 3	Creating Entrepreneurial Venture: Defining idea; searching and evaluating opportunities; planning of venture; environmental analysis and complying governmental procedures. Project Management: Concept and types of project; project formulation; Project feasibility analysis; project report; Estimating and Financing funds requirement (Schemes offered by various funding agencies like ICICI, IDBI, GSFC); venture capital funding	25%	15 sessions
UNIT 4	Social entrepreneurship: concept; need and importance in Indian economy. Women entrepreneurs: concept; role, problems and prospects of women entrepreneurship in India; reasons for poor growth; Case studies of successful, failed and turnaround entrepreneurial ventures.	25%	15 sessions

Learning Outcomes

- Students will develop complete understanding about fundamentals of Entrepreneurship.
- They would have an exact idea about how to construct a business plan for acquiring fund.

- They will learn about the working of governmental agencies and would also get an understanding about various promotional schemes.
- Students would also learn about the failed and successful entrepreneurial ventures.

COURSE PLAN FOR ACADEMIC YEAR 2013-14 (Even Semester)

CLASS:MEB (IInd Semester)

SUBJECT: Organizational Behavior

Faculty: Dr. Ajayraj Vyas

Course Objectives

This subject is introduced with an aim of providing psychological understanding of human behavior to students, so that they can manage the attitudes of human beings for the success of business organization. The subject focus on not only the individual behavior of an individuals but also the group behaviors.

Course Plan

Unit	Topic	Weightage	Sessions
UNIT 1	Organizational Behaviour: Definition - Importance - Historical Background - Fundamental concepts of OB - Different models of OB i.e. autocratic, custodial, supportive, collegial and SOBC. Perception: Nature & Importance - Perceptual Selectivity - Perceptual Organization - Social Perception - Impression Management	25%	15
UNIT 2	Social systems: Understanding a social system – Social equilibrium – Functional and Dysfunctional actions – Contracts –RelationshipSymbols- Organizational Culture – Organizational Design. Personality:Concept- Development of personality-Factors determining personality-theories of personality	25%	15
UNIT 3	Group dynamics:Origin- Characteristics-Factors – Formal & Informal Groups - Transactional analysis- Group goals- Team work and its formation – Learning: Concept - Process of Learning - Principles of Learning	25%	15
UNIT 4	Management of Changes: Concept – factors – resistance to change and overcoming change – change process. Stress management: Concept – reasons – types – remedial measures for stress. Conflict Management: Traditional & Modern view of conflict - Constructive and Destructive conflict - Conflict Process - Strategies for conflict	25%	15

Learning Outcomes

At the end of course the students will be in a position to develop a different perception towards the behaviors of people at work. They would learn how to influence the personality of human beings for getting expected work from them. Students will also

learn that what strategies should be adopted in changing situation for controlling conflicts arises at workplace.