

MANGALORE UNIVERSITY
Dept. of Studies and Research in Commerce

CHOICE BASED CREDIT SYSTEM

(To be implemented from the academic year 2020-2021)

M.Com (H.R.D) Course Structure

Minimum Credits Required for M.Com (H.R.D) Degree

I to IV Semester	Hard Core Course		Soft Core Course		Open Elective Course		Total	
	No. of Papers	Credits	No. of Papers	Credits	No. of Papers	Credits	No. of Papers	Credits
	10 Internship Project Report	40 04 04	Papers -08	32	02	06	20 and Internship & Project Report	86

Minimum credits to be registered by a student in a normal phase to successfully complete M.Com (HRD) Degree in four semesters

Semesters	Hard Core Course		Soft Core Course		Open Elective Course		Total	
	No. of Papers	Credits	No. of Papers	Credits	No. of Papers	Credits	No. of Papers	Credits
I	03	12	02	08	-	-	05	20
II	03	12	02	08	01	03	06	23
III	02 and Internship	12	02	08	01	03	05 and Internship	23
IV	02 and Project Report	12	02	08	-	-	04 and Project Report	20
Total	10	48	08	32	02	06	22	86

I SEMESTER M.COM (H.R.D)

Subject Code	Title of the Course	HC/ SC/ OE	Number of Credits				Marks of			Duration of the semester end Exam
			L	T	P	Total	IA	Examination Marks	Total Marks	
CRH401	Business Statistics	HC	3	1	-	4	30	70	100	3
CRH402	Human Resource Management	HC	3	1	-	4	30	70	100	3
CRH403	Advanced Financial Accounting	HC	3	1	-	4	30	70	100	3
CRS404	Management Theory and Practice	SC	3	1	-	4	30	70	100	3
CRS405	Labour Economics	SC	3	1	-	4	30	70	100	3

CRS406	Employee Training & Development	SC	3	1	-	4	30	70	100	3
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Note: Students have to select two Soft Core papers out of three in the first semester.

II SEMESTER M.COM (H.R.D)

Subject Code	Title of the Course	HC/ SC/ OE	Number of Credits				Marks of			Duration of the semester end Exam
			L	T	P	Total	IA	Examination Marks	Total Marks	In Hours
CRE451	Personal & Interpersonal Effectiveness	OE	2	1	-	3	30	70	100	3
CRH452	Organisational Behaviour	HC	3	1	-	4	30	70	100	3
CRH453	Advanced Cost Accounting	HC	3	1	-	4	30	70	100	3
CRH454	Strategic Marketing Management	HC	3	1	-	4	30	70	100	3
CRS455	Labour Legislation	SC	3	1	-	4	30	70	100	3
CRS456	Soft Skills Management	SC	3	1	-	4	30	70	100	3
CRS457	Business Environment	SC	3	1	-	4	30	70	100	3

Note: Students have to select two Soft Core papers out of three in the second semester.

III SEMESTER M.COM (H.R.D)

Subject Code	Title of the Course	HC/ SC/ OE	Number of Credits				Marks of			Duration of the semester end Exam
			L	T	P	Total	IA	Examination Marks	Total Marks	In Hours
CRE501	Leadership and Team Building	OE	2	1	-	3	30	70	100	3
CRH502	Business Ethics and Corporate Social Responsibility	HC	3	1	-	4	30	70	100	3
CRH503	Internship	HC	-	-	3	4	30	70	100	-
CRH504	Strategic Human Resource Development	HC	3	1	-	4	30	70	100	3
CRS505	Business Research Methods	SC	3	1	-	4	30	70	100	3
CRS506	Human Resource Information System and Computer Application	SC	3	1	-	4	30	70	100	3
CRS507	Knowledge Management	SC	3	1	-	4	30	70	100	3

Note: Students have to select two Soft Core papers out of three in the third semester.

IV SEMESTER M.COM (H.R.D)

Subject Code	Title of the Course	HC/ SC/ OE	Number of Credits				Marks of			Duration of the semester end Exam In Hours
			L	T	P	Total	IA	Examination Marks	Total Marks	
CRH551	Performance and Talent Management	HC	3	1	-	4	30	70	100	3
CRH552	Global Human Resource Management	HC	3	1	-	4	30	70	100	3
CRH553	Project Report	HC	-	2	2	4	30	70	100	-
CRS554	Entrepreneurship Development	SC	3	1	-	4	30	70	100	3
CRS555	Employee Engagement and Empowerment	SC	3	1	-	4	30	70	100	3
CRS556	Learning Interventions and Management	SC	3	1	-	4	30	70	100	3

Note: 1) Students have to select two Soft Core papers out of three in the fourth semester.

2) OE- Open Elective, HC- Hard Core, SC – Soft Core

*3) Teaching workload for Project Guidance: One Lecture hour per student per project guidance per week shall be allocated during the third and fourth semesters to the teachers.

4) Two hours Tutorial is equal to One hour Lecture.

5) Three hours Practical is equal to One hour Lecture, Practical consists of: Group Discussion, Interaction, Game Play, Case Analysis, Dialogue, Debate and One-to-one interaction with the students and so on.

6) One credit is equal to one hour lecture/ 2 hours tutorial/ 3 hours practical.

7) Internal Assessment marks should be given on continuous assessment basis consisting of Tests, Seminar, Assignment, Punctuality and Class Performance of the students.

M.Com (H.R.D)
I Semester
PAPER CRH401: BUSINESS STATISTICS

Workload: 3 hours Lecture and 2 hours Tutorial per week: Total 4 Credits

Objective: To enable the students to acquire knowledge on quantitative analysis and to use statistical techniques for analysis of business data.

Outcomes : Provides an understanding of the basic statistical concept and techniques for undertaking business research.

Unit -1: Indices, Surds and Binomial Theorem: Laws of Indices and Surds, Operation with Power Functions, Operation on Surd, Rationalising Factor, Root of a Mixed Surd, Binomial Theorem, Position of Terms, Binomial Coefficients.

Unit -2: Arithmetic and Geometric Progressions: Arithmetic Progression (AP), Sum of a Series in AP, Representation of Terms in AP, Geometric Progression (GP), Sum of a Series in GP, Representation of Terms in GP.

Unit -3: Time Series Analysis: Meaning, Components, Measurement of Trend, Measurement of Seasonal Variations, De-Seasonalisation of Data, Measurement of Cyclical Variations.

Unit -4: Probability, Random Variables and Theoretical Distributions: Terminology, Schools of Thought on (Approaches to) the Concept of Probability, Permutation and Combination, Theorems of Probability Conditional Probability, Bayes's Theorem, Calculation of Probability, Meaning of Random Variable, The mean of a Random Variable/ The expected Value of a Random Variable, Binomial Distribution and Fitting a Binomial Distribution, Poisson Distribution and Fitting a Poisson Distribution, Normal Distribution and Fitting a Normal Curve.

Unit -5: Statistical Quality Control (SQC): Meaning, Causes of Variation in Quality, The Purpose, Advantage, Theory and Technique of SQC, Process Control: Mean ($\bar{X}$ -bar) Chart; Range (R) Chart; Fraction (P) Defective Chart; Number Defective (np) Chart; and Number Defective Per Unit (C) Chart.

References:

1. Ajay Goel, Alka Goel: Mathematics and Statistics (New Delhi: Taxmann)
2. Asthana B.N: Elements of Statistics (New Delhi: S. Chand)
3. Elhance D.N: Fundamentals of Statistics (Allahabad: Kitab Mahal)
4. Gupta S.C: Fundamentals of Statistics (Mumbai: Himalaya Publishing House)
5. Gupta S.P: Statistical Methods (New Delhi: Sultan Chand & Sons)
6. Kothari C.R: Quantitative Techniques (New Delhi: Vikas)
7. Levin RI and Rubin DS: Statistics for Management (New Delhi: Prentice Hall of India)
8. Render B and Stair, RM Jr.: Quantitative Analysis for Management (Boston: Allyn & Bacon, Inc.)
9. Sancheti DC and Kapoor VK: Business Mathematics (New Delhi: Sultan Chand & Sons)
10. Thukral J.K: Mathematics (New Delhi: Taxmann)