

SEMESTER- III			
SKILL BASED ELECTIVE- ECONOMICS OF ENTREPRENEURSHIP			
<b>Code: 15UECS31</b>	<b>Hours / week :2</b>	<b>Hrs / Semester: 30</b>	<b>Credits :2</b>

### Objective

Students can have a glimpse of a few aspects of entrepreneurship

#### UNIT-I INTRODUCTION

**6 Hrs**

Entrepreneurs - Concepts and qualities - Barriers - Structures - Traits and types - Functions - Formulation of Network and Project Design - E-commerce and entrepreneurship

#### UNIT-II STEPS FOR STARTING A SMALL SCALE INDUSTRY

**6 Hrs**

Steps for starting a small scale industry - selection of types of organisation - Small Scale Industry - Problems and sickness of small scale industry - Government Policy

#### UNIT-III WOMEN ENTREPRENEUR

**6 Hrs**

Women Entrepreneur - Concept of women entrepreneur - Growth and Development of entrepreneurs - Functions - Problems of Women Entrepreneur - Role of Women's Association

#### UNIT-IV SOURCES OF PROJECT FINANCE

**6 Hrs**

Sources of Project Finance - Institutions helping entrepreneurs - Role of Commercial Banks - New Entrepreneurial Development Agencies - Entrepreneurs in Tamilnadu

#### UNIT-V ENTREPRENEURIAL DEVELOPMENT PROGRAMME (EDP)

**6 Hrs**

Entrepreneurial Development Programme (EDP) - Development Strategy - Backward Area Development - Accounting for small enterprises - International Business - Small Companies "going global"

### Reference Books:

Entrepreneurial Development – Saravanavel

Entrepreneurial Development – C.B.Gupta & N. P.Srinivasan

Fundamentals of Entrepreneurship – H.Nanthan

Semester- III			
Core Skill Based- Entrepreneurial Development			
Code: 18UECS31	Hours / week :4	Hrs / Semester: 60	Credits :4

**Unit I Introduction****10 Hours**

Entrepreneurship – Meaning and definition – Importance – Types and functions of an entrepreneur – Qualities of a successful entrepreneur – Distinction between an Entrepreneur and a Manager-

**Unit II Entrepreneurs and Economic Development****10 Hours**

Role of Entrepreneurs in Economic Development – Factors affecting entrepreneurial growth – (Social, Economic, Cultural and Psychological factors)

**Unit III Project Analysis****10 Hours**

Business Ventures- Steps for starting small Industry – significance - problems of small scale industry - industrial policy on small scale industries - incentives – subsidies-Proposal Writing

**Unit IV Sources of Finance****15 Hours**

Financial Planning- Needs- Sources-Internal sources-External Sources- Role of DIC, TIIC, SIDBI, SIDICO, SIPCOT, and Industrial Estate – Commercial Banks- Micro Finance.

**Unit IV Entrepreneurship Development Programme****15 Hours**

Entrepreneurship Development Programme (EDP) – need – objectives – phase– Institutions conducting EDP in India – Institutional support to entrepreneurship Development (NSIC, SIDO, SSIB, SSICS, TIIC, TCO).– Institutions assisting entrepreneurship development in Tamil Nadu

**Text Book**

VasantDeasi. *Dynamics of Entrepreneurship Development*. Himalaya Publishing, 2013

**Books for Reference:**

1. Khanka S. S, *Entrepreneurial Development*, S.Chand and Company, 1993
2. Jose Paul, *Entrepreneurship Development*. Himalaya Publishing House, 2001
3. Gupta, C.G.Srinivasa. *Entrepreneurship and Small Business Management*, Sultan Chand and Sons, 1991.



Semester- IV			
Core Skill Based- Women and Economic Development			
Code: 18UECS41	Hours / week :4	Hrs / Semester: 60	Credits :4

**Unit I Status of women in India****15 Hours**

Position and status of Women in Indian society and religion - Sex ratio in India - Factors responsible for adverse sex ratio in India - Consequences of adverse sex ratio - Measures to achieve the balance between the sexes

**Unit II Women and Economy****10 Hours**

Role of women in economic development - Female labour force in India - Labour force participation by economic status - Causes, measures to improve work-participation rates-work life balance- flexi working hours- facilities for women& children- Sexual harassment at work place- Wage discrimination

**Unit III Women and Politics /Governance****10 Hours**

Women's participation in Political process- Women as voters, candidates, party leaders bureaucrats - Women's representation in Local bodies, State assemblies, & Parliament, critical analysis of their performance-Capacity Building of women leaders

**Unit IV Women Empowerment****15 Hours**

Women empowerment: 1st and 2<sup>nd</sup> Status of Women Report Ministry for women and child development -Legal Perspective - Fundamental Rights for Women – Constitutional Provisions -Personal laws –Women Empowerment: Economic, Social and Political Spheres – Women Development Corporation, Tamil Nadu

**Unit - V Women Entrepreneurs****10 Hours**

Functions and role of women entrepreneurs – Types and characteristics of women Entrepreneurs - Problems of women entrepreneurs – Development of Women Entrepreneurship in India

**Text Book**

Kartick Das (Editor), Women Empowerment & Socio-Economic Development, New Century Publications, 2016

**Books for Reference:**

1. Dhulhasi MadhaVize. *Women Entrepreneurs in India*. New Delhi: Mittal Publication, 1987
2. Ester Boserup. *Woman's Role in Economic Development*. Routledge, 1 edition, 2007
3. Dr. Sanjoy Roy. *Women in contemporary India-Realities and Perspectives*. New Delhi: Akansha Publishing House, 2010.
4. AmiteshwarRutra. *Working and Non-working Women*. New Delhi: Mittal Publications, 2006.

<b>Semester – V</b>			
<b>Part III Core XI (Common Core) Human Resource Management</b>			
<b>Code:18UMCC51</b>	<b>Hrs/Week: 6</b>	<b>Hrs/Sem: 90</b>	<b>Credit : 4</b>

**Vision:**

**To enable students to understand the basic concepts in HRM**

**Mission:**

**To familiarize students on the various aspects of HRM**

**Course Outcome:**

<b>CO No.</b>	<b>Upon completion of this course, students will be able to:</b>	<b>PSO addressed</b>	<b>Cognitive Level</b>
CO – 1	gain knowledge on the basic concepts of planning human resource and help them to understand basic techniques of business.	1,2	Un
CO – 2	understand the basic selection process in HR.	1,2,3	Un
CO – 3	know the importance of training and development in HR.	2,3,4	Ap
CO – 4	know about the transfer policies	2,3,5	Un, Re
CO – 5	gain knowledge on compensation methods.	3,4	Un, An
CO – 6	understand the promotional policies in business	3,4	Un, Re
CO – 7	know about the significance and problems in performance appraisal.	3,4,5	Ap
CO – 8	know about the methods of performance appraisal	3,4,5	Ap

Semester V			
Part –III	Core – XI (Common Core)	Human Resource Management	
Code: 18UMCC51	Hrs/Week: 6	Hrs/Sem: 90	Credits: 4

#### **Unit-I: Introduction**

**15 Hours**

Human Resource Management: Meaning - Objectives - Nature and Scope - Importance – Functions - and Problems of HRM - Personnel Management Vs. HRM - Qualities and Qualifications of Human Resource Managers.

#### **Unit-II: Human Resource Planning, Recruitment and Selection**

**20 Hours**

Human Resource Planning: Meaning - Need and Importance - Objective - Problems - Process – Recruitment: Meaning - Factors Influencing Recruitment - Sources of Recruitment - Problems in Recruitment – Selection: Meaning - Factors Affecting Selection Decisions - Selection Policy - Steps in Selection.

#### **Unit-III: Training and Development**

**20 Hours**

Training: Need and Importance - Objective - Types - Steps in Training Programme – Methods of Training - Evaluation of Training Programmes – Development: Meaning - Concept and Essentials of Management Development Programmes.

#### **Unit IV: Transfer, Promotion and Compensation**

**15 Hours**

Transfer: Objective - Transfer Policy - Promotion: Purpose - Promotion Policy – Demotion - Compensation: Objective – Principles.

#### **Unit-V: Performance Appraisal**

**20 Hours**

Performance Appraisal: Meaning - Need and Importance - Objective - Problems in Performance Appraisal - Factors Influencing Performance Appraisal – Methods of Performance Appraisal.

#### **Text Book:**

Chitra,Atmaram, Naik. *Human Resource Management*. Ane Books Pvt., 2016.

#### **Books for Reference:**

1. Dr.C.B.Gupta. *Human Resource Management*. New Delhi: Sultan Chand & Sons, 2018.
2. C.P.Memoria, *Personnel Management*, Himalaya Publishing House, 2011
3. L.M.Prasad., *Human Resources Management*. New Delhi: Sultan Chand & Sons,2014.
4. Gary Dessler. *Human Resource Management*. Prentice Hall, 2013.
5. Michael Armstrong. *A Handbook of Human Resource*

*Management Practice.* KoganPage,2012.