

<b>SEMESTER- II</b>			
<b>Inter Disciplinary Elective II      Managerial Economics</b>			
<b>Code: 18PECE21</b>	<b>Hours / Week :6</b>	<b>Hrs / Semester: 90</b>	<b>Credits :4</b>

### **Objectives:**

To impart a basic knowledge of the concepts and tools of Economics analysis as relevant for managerial decision making and to provide a fair understanding of the aggregate economic system within a firm operates.

### **Course Outcome**

<b>CO No.</b>	<b>Expected Learning Outcome</b> On completion of this course students will be able to	<b>PSOs Addressed</b>	<b>CL</b>
<b>CO-1</b>	Understand the concept of managerial economics	<b>PSO 6</b>	<b>Understand</b>
<b>CO-2</b>	Infer the supply factors	<b>PSO 6</b>	<b>Remember</b>
<b>CO-3</b>	Gain knowledge of market strategy	<b>PSO 6</b>	<b>RememberRemember</b>
<b>CO-4</b>	Understand the profit and investment analysis	<b>PSO 6</b>	<b>Understand&amp; A</b>
<b>CO-5</b>	Gain insights to the macro policies	<b>PSO 6</b>	<b>Understand</b>

### **UNIT – I      INTRODUCTION**

**20Hrs**

Managerial Economics – Meaning, Nature and scope – Role in decision – making – Concepts of managerial economics

### **UNIT – II      SUPPLY FACTORS**

**15Hrs**

Supply meaning and determinants – Production decisions – Production function – Cost concepts – Cost output relationship – Economy of scale – Cost functions

**20Hrs**

## UNIT – IV PROFIT ANALYSIS

**15Hrs**

## UNIT – V MACRO POLICIES

**20Hrs**

### Reference Books:

1. G.S.Gupta - Managerial Economics, Tata Mc Graw Hill.
2. R.L. Varshney and K.L. Maheshwari - Managerial Economics, Sultan Chand & Sons.
3. Metha, P.L - Managerial Economics, Sultan Chand & Sons.
4. Joel Dean - Managerial Economics, Prentice Hall.
5. Rengrajan, L - Principles of Macro Economics, Tata Mc Graw Hill.

<b>SEMESTER I</b>			
<b>Core I Fundamentals of Human Resource Management</b>			
<b>Code: 18PHRC11</b>	<b>Hrs/Week: 6</b>	<b>Hrs/Sem: 90</b>	<b>Credits: 4</b>

### Objective

- To enable the students to acquire basic knowledge about HRM.

### Course Outcome

<b>CO No.</b>	<b>Course Outcome</b> Upon completion of this course students will be able to	<b>PSOs Addressed</b>	<b>Cognitive Level</b>
<b>CO-1</b>	Enumerate the objectives, scope, functions, importance and evolution of HRM and personnel Management.	<b>PSO 1</b>	<b>Remember</b>
<b>CO-2</b>	Understand the approach and process of job design, job analysis, job specification and job description.	<b>PSO 1</b>	<b>Understand</b>
<b>CO-3</b>	Understand the process of selection, placement and induction programme.	<b>PSO 5</b>	<b>Understand</b>
<b>CO-4</b>	Know the concept and process of performance appraisal, potential appraisal, QWL and QC.	<b>PSO 1</b>	<b>Remember</b>
<b>CO-5</b>	Understand the concept of Employee health, safety, welfare, job satisfaction, morale, industrial peace and harmony.	<b>PSO 1</b>	<b>Understand</b>

### Unit I Introduction to Human Resource Management:

Introduction: Meaning – Scope – Objective – Functions - Importance of Human resource management – Personnel Management and HRM – Similarities and Dissimilarities - Evolution of HRM - Organisation of HRM - Line and staff responsibility - Role of Personnel manager and HR manager – Human resource management practices in India.

### Unit II Job Analysis and Design

Job design: Definition – approaches - job design options  
 Job analysis: Definition – process - benefits of job analysis  
 Job Specification: Definition - Process.  
 Job Description: Definition - Content of Job Description.

### Unit III Selection, Placement and Induction Process:

Selection: Definition – Meaning - Selection Process.  
 Placement: Definition – Meaning- Placement Process.  
 Induction: Definition – Meaning – Objectives - Benefits of Induction Programme - Contents of Induction Programme - Contents of Induction Programme - Phases of Induction Programme.

#### **Unit IV      Performance Management, Quality of Work Life and Quality Circle:**

Performance management: Concept and process - performance appraisal, - potential appraisal.

Quality of Work Life (QWL): Meaning – origin - development and constituents of QWL - techniques for improving QWL.

Quality circles: Concept – structure - Roles and responsibility of various elements - Role of management quality circle in India.

#### **Unit V      Employer health, Safety, Welfare, Job Satisfaction, Morale, Industrial Peace and Harmony:**

Employee health, Safety and Welfare Provisions under factories act.

Job Satisfaction: Definition - Determinants of Job Satisfaction - Measuring Job Satisfaction - Improving Job Satisfaction

Morale: Definition - Factors affecting morale - How to boost morale.

Industrial Peace and harmony: Definition – Significance - Maintaining good human and Industrial Relation.

#### **Text Book:**

S.S. Khanka - Human Resource Management - S. Chand & Company Ltd. New Delhi

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

1. K. Aswathappa - Human Resource Management - - Tata McGraw – Hill Publishing Company Ltd., 7 West Patel Nagar, New Delhi - 110008
2. Stephen Robbins and Decenzo – Human resource management- Prentice Hall of India Private Ltd. New Delhi – 110001.



SEMESTER I			
Core II Human Resource Planning and Development			
Code: 18PHRC12	Hrs/Week: 6	Hrs/Sem: 90	Credits: 4

**Objective:**

- To give an in-depth knowledge on HR Planning and Development.

**Course Outcome**

CO No.	Course Outcome	PSOs Addressed	CL
CO-1	On completion of this course students will be able to Understand the objectives, importance and techniques of human resource planning.	PSO 1	Understand
CO-2	Know the concepts of job evaluation and job performance.	PSO 1	Remember
CO-3	Recall the process, system and strategies of HRD. Understand the features and process of career planning.	PSO 1	Remember
CO-4	Understand the concept of employee health and safety.	PSO 1	Remember & Understand
CO-5	Analyse the stages of conflict and management of conflict. Describe the need, strategy for planned change and organization development.	PSO 1	Analyse & Remember

**Unit I Introduction to Human Resource Planning**

Definition – Objectives – Characteristics - Significance – Need and Importance – Factors affecting HRP - Process of Human Resource Planning - Requirements for Effective HRP – Benefits of HRP – Barriers to HR Planning.

HR Supply and Demand Forecasting: Techniques

**Unit II Job Evaluation and Performance Evaluation**

Job Evaluation: Concepts-Objectives —Procedure – Methods – Advantage Limitations.

Performance Evaluation: Objectives – Uses – Determining the criteria for Performance evaluation- Process of Performance Evaluation – Selection of the Evaluator for conducting Performance Evaluation – Performance Evaluation Methods – The 360- degree Feedback Method- Management by Objectives.

**Unit III Human Resource Development**

The process and system of HRD – Career Planning – Features of career Planning – Objectives of Career Planning – Process of Career Planning \_ Evaluation of Available Career Opportunities – Implementation and Review – Merits and Limitations of Career Planning- Competency mapping - HRD for workers - HRD strategies and experiences.

#### **Unit IV**

#### **Employee Health and Safety:**

Meaning of health – Importance of Health – Occupational Hazards and Diseases – Protection against Hazards – Statutory Provisions concerning Health – Types of Accidents – Causes of Accidents – Accident Prevention and Management - Objectives of Providing Industrial Safety – Steps in Employee Safety Programme – Need for Employee Safety -Significance of Industrial Safety- Safety Measures – Statutory Provisions for Industrial safety in India.

#### **Unit V**

#### **Human Resource Audit, Ethical Issues in HRM and International Human Resource Management:**

Meaning – Features – Objectives – Scope – Steps in HR audit – Approaches to HR Auditing – Essential conditions for an Effective HR audit – International Human Resource Management:

Types of International Business – Perspective of International HRM – Practices in International HRM.

Ethical Issues: Types of Ethics – Ethics and HRM – Approaches to Ethical issues in Organisation- Factors influencing Ethical Behaviour at Work

#### **Text Book:**

1. Pravin Durai, Human Resource Management, Pearson Publications, New Delhi
2. S.S. Khanka - Human Resource Management - S. Chand & Company Ltd. New Delhi

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

1. Aswathappa K - Human Resource Management - Tata McGraw Hill Publishing Company Ltd., 7 West Patel Nagar, New Delhi - 110008.
2. David A. Decenzo Stephen P. Robbins - Personnel / Human Resource Management – Prentice Hall of India Private Ltd. New Delhi – 110001.

SEMESTER I			
Core IV		Industrial Relations	
Code: 18PHRC14	Hrs/Week: 6	Hrs/ <del>Sem</del> : 90	Credits: 4

### Objective:

To impart a thorough knowledge of Industrial Relations.

### Course Outcome

CO No.	Course Outcome	PSOs Addressed	Cognitive Level
CO-1	On completion of this course students will be able to Describe the fundamentals , characteristics and objectives of Industrial Relations and ILO	PSO 2 & PSO 1	Remember
CO-2	Explain the concepts, functions, structures and problems of trade union.	PSO 2 & PSO 1	Understand
CO-3	Enumerate the importance, process, types and process of collective bargaining and negotiation.	PSO 2	Understand
CO-4	Describe the concept, forms and levels of WPM and analyse the reasons for failure of WPM	PSO 2	Remember &Analyse
CO-5	State the objectives and aspects of discipline. Analyse grievance handling procedures and settlement machinery.	PSO 2	Remember & Analyse

### Unit I

#### Industrial Relation

Meaning – Concept - Importance of Industrial Relations - Scope and Aspects of Industrial Relations - Components of IR - Factors affecting IR - Approaches to Industrial Relation.

India and International Labour ~~Organization~~ - Objectives of ILO – Structure of ILO – Functions of ILC – Impact of ILO on Indian Labour.

### Unit II

#### Trade unions in India:

Concept – Features - Function of Trade unions in India – Types of Trade Unions – Structure of Trade Union in India – Trade union movement in India - Trade union Act 1926 – Problems of Trade Unions.



### **Collective bargaining:**

Meaning- Features – Importance – Principles - Types -Process - Forms of Collective Bargaining – Content and coverage of Collective Bargaining Agreement – Collective Bargaining Agreement at different Levels – Recent Trends in Collective Bargaining.

Negotiation: Types of negotiation- Process of Negotiation during Bargaining - Negotiation skills.

### **Unit IV**

#### **Workers Participation in Management:**

Concept - Objectives of WPM – Forms of Participation – Levels of Participation – Forms of Workers Participation in India – Reasons for failure of WPM in India.

### **Unit V**

#### **Discipline, Grievance Handling and Settlement Machinery:**

Discipline – Objectives - Types -Causes of Indiscipline, Maintenance of Discipline.

Grievance Handling - Meaning,-Causes –Model Grievance Procedure - Grievance Redressal machinery

Settlement Machinery: Conciliation, Arbitration and Adjudication.

Industrial Disputes act 1947.

### **Text Book**

~~Mamoria, Mamoria and Gankar~~: Dynamics of Industrial Relations,

Himalaya Publishing House **Book for Reference:**

1. Ed Rose – Employment relations, Financial Times Prentice Hall
2. Arun ~~Monappa~~ – Industrial Relation, Tata McGraw Hill, New Delhi



SEMESTER II			
Core V		Labour Legislation	
Code: 18PHRC21	Hrs/Week: 6	Hrs/Sem: 90	Credits: 5

### Objective:

To enlighten the students about Labour Legislation in India.

### Course Outcome

CO No.	Course Outcomes	PSOs Addressed	Cognitive Level
	On completion of this course, students will be able to:		
CO-1	Explain the basic concepts of Labour Legislation	PSO 2	Understand
CO-2	Describe the Acts related to health, safety and welfare.	PSO 2 & PSO 3	Remember
CO-3	Explain the laws related to social security and liability.	PSO 2	Understand
CO-4	Apply the laws related to gratuity and subsistence allowance.	PSO 2 & PSO 5	Apply
CO-5	To interpret the Tamilnadu State Laws.	PSO 2	Evaluate

### Unit I Basic concepts:

History of Labour Legislation - Labour in the Indian constitution - Labour administration - Functions of factory inspectorate and Judicial set up.

### Unit II Labour Laws related to Health Safety and Welfare:

Factories Act 1948

The Contract Labour Act, 1970 (Regulation and Abolition): Scope and coverage – Advisory Boards – Registration of Establishments -Licensing of contractor- Welfare and Health of contract labour – Penalties and Procedure.

The Plantation labour act 1951: Scope and coverage - Authorities and registration - Health and Welfare - General working conditions - Penalty and procedures.

#### Laws related to social security and Liability:

Employee Provident Fund and Miscellaneous Provisions Act 1952  
Employee State Insurance act 1948: Administration - Contribution and Governing rules - Benefits and Machinery to recover arrears.

Employee Deposit Linked Insurance Scheme 1976.

Maternity benefit act 1961: Right to benefit - Forfeiture of benefit - Medical bonus - Leave and Nursing breaks.

The child labour regulation and abolition Act 1986.

The employment Exchanges (Compulsory Notification of vacancies) Act 1959.

#### **Unit IV        Laws related to Gratuity and Subsistence Allowance**

Pay of gratuity act 1972 – Eligibility - Forfeiture of gratuity - Nomination and recovery.

Payment of Subsistence Allowance Act 1988: Payment - Due recovery from the employer - Savings of certain rights - Protective action on good faith.

#### **Unit V        Tamilnadu state laws and Development in Labour Legislation:**

Tamilnadu shops and establishment Act 1947 - Opening and closing hours - Prohibition of employment of children – Health and safety - Hours of work and holidays - Permissible deduction. Sexual harassment bill 2006: Importance- Features and Committees.

#### **Text Book:**

1. Kapoor, ND ,(2005) Hand Book on Industrial Law, New Delhi, Sultan Chand
2. Shrivastava S C (2002) Industrial Relations and Labour laws, Mumbai, Vikas Publications.

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

1. Vaidyanathan .S and Sri Vidya (2006) Factory Laws applicable in Tamilnadu, Chennai, Madras Book Agency.
2. Mishra, SN (2007) Labour and Industrial Laws, Allahabad Law agency.

SEMESTER II			
Core VIII		Total Quality Management	
Code: 18PHRC24	Hrs/Week: 6	Hrs/ <del>Sem</del> : 90	Credits: 5

**Objective:**

To enable the students to understand the basic principles and techniques of Total Quality Management

**Course Outcome**

CO No.	Course Outcome	PSOs Addressed	CL
CO-1	On completion of this course students will be able to Understand the concept of quality and total quality management.	PSO 6	Understand
CO-2	Gain insights on TQM approaches and supplier partnering.	PSO 4	Remember
CO-3	Gain knowledge on the tools and techniques of TQM	PSO 4	Remember
CO-4	State the Quality systems, ISO 9000 and ISO 14000.	PSO 4	Remember

**UNIT I Introduction to Quality and Total Quality Management**

Introduction to Quality – Definitions of quality -Need for quality - Dimensions of product and service quality

Definition of TQM - Basic concepts of TQM - Characteristics of TQM - Framework of TQM – Principles of TQM - Contributions of Deming, ~~Juran~~ and Crosby – Barriers of TQM

**UNIT II TQM Approaches and Supplier Partnering**

Continuous process improvement: introduction - Input/ Output Process Model - ~~Juran~~ Quality Trilogy - PDSA cycle - 5S House Keeping- Benefits of implementing 5S - Kaizen - Features of Kaizen

Supplier partnership: Partnering - Supplier selection - Supplier Rating.

**UNIT III TQM Tools and Techniques - 1**

The seven traditional tools of quality: Flowchart – Check sheet – Histogram – Pareto Diagram - Cause and effect Diagram - Scatter Diagram - Control Chart

New management tools : Affinity Diagram – Relationship Diagram – Tree Diagram – Matrix Diagram – Matrix Data Analysis – Decision Tree – Arrow Diagram

## **UNIT IV TQM Tools and Techniques - 2**

Six sigma: Concept- Six Sigma Process (DMAIC) – Advantage of Six Sigma

Quality Circles: Concept – Objectives –Characteristics – Structure of Quality Circles

Bench marking: Definition - Reason to bench mark – Types of Benchmarking - Bench marking process- Benefits and Dangers of Benchmarking

## **UNIT V Quality Systems**

Need for ISO 9000 – Benefits of ISO 9000 - ISO 9001-2000 Requirements

Quality System - Introduction to Quality System - Elements - Documentation - Quality Auditing

ISO 14000 – Concepts - Requirements - Benefits – TQM Implementation in manufacturing and service sectors (Case Study).

### **TEXTBOOK:**

1. Jayakumar.V and Raju. R, “Total Quality Management”, Lakshmi Publications, Eighth Edition, 2015

### **REFERENCES:**

1. Dale H. Besterfield et al., “Total quality Management”, Pearson Education Asia, Third Edition, Indian Reprint 2006.
2. James R. Evans and William M. Lindsay, “The Management and Control of Quality”, 8th Edition, First Indian Edition, Cengage Learning, 2012.
3. Suganthi L and Anand Samuel, “Total Quality Management”, Prentice Hall (India) Pvt. Ltd., 2006.
4. Janakiraman. B and Gopal .R.K., “Total Quality Management – Text and Cases”, Prentice Hall (India) Pvt. Ltd., 2006.





SEMESTER II			
Core IX		Statistics For Management	
Code: 18PHRC25	Hrs/Week: 4	Hrs/Sem: 60	Credits: 4

## **OBJECTIVE:**

To learn the applications of statistics for business analysis and decision making.

### **UNIT I: INTRODUCTION**

Statistics - Definition, Types, Importance and Scope, Limitations. Types of Data, Classification of data, Organising data, Methods of data classification. Frequency Distribution, constructing a frequency distribution, Types of frequency distribution.

### **UNIT II: SAMPLING DISTRIBUTION AND ESTIMATION**

Introduction to sampling distributions, sampling distribution of mean and proportion, sampling techniques.

Estimation: Point and Interval estimates for population parameters of large sample and small samples, determining the sample size.

### **UNIT III: PARAMETRIC AND NON-PARAMETRIC TESTS**

**Parametric Tests:** Introduction to hypothesis and hypothesis testing , general procedure for hypothesis testing, direction of the hypothesis test, errors in hypothesis testing, hypothesis testing for population parameters with large samples (z-test), Hypothesis testing for means of small samples (t-test)

**Non-Parametric Tests:** Mann-Whitney U-test, Kruskal- Wallis test.

### **UNIT IV: CHI – SQUARE TEST AND ANOVA**

Introduction, Properties of Chi-square distribution, Conditions for the application of Chi-square test, Contingency table analysis: Chi-square test of Independence.

## **UNIT V: CORRELATION AND REGRESSION ANALYSIS**

**Correlation analysis – Meaning, Types of Correlation, , Coefficient of Determination, Karl Pearson's correlation coefficient and Spearman Rank Correlation coefficient , method of least squares .**

**Regression Analysis - Meaning, Methods to determine regression coefficients- Least squares.**

### **TEXTBOOK:**

**J.K Sharma, Business Statistics, Pearson Education, Second Edition**

### **Books for Reference:**

- 1. Richard I. Levin, David S. Rubin, Statistics for Management, Pearson Education, 7th Edition, 2011**
- 2. S.P. Gupta & M.P. Gupta, Business Statistics, (Sultan Chand)**

SEMESTER I			
Elective I		Managerial Skills	
Code: 18PHRE11	Hrs/Week: 6	Hrs/Sem: 90	Credits: 5

### Objective:

- To give a clear understanding of managerial skills. Course

### Outcome

CO No.	Course Outcome	PSOs Addressed	CL
CO-1	On completion of this course students will be able to Understand the managerial function, role of manager and managerial skills. Understand the development of managerial thought.	PSO 3	Understand
CO-2	Recall the concepts of planning and organizing.	PSO 3	Remember
CO-3	Gain knowledge on decision making skill, Coordinating skill and control skill.	PSO 3	Understand
CO-4	Understand the leadership and communication skill.	PSO 3	Remember
CO-5	Recall the objectives, scope and steps in HR audit. Understand the ethical issues in organization and the factors influencing ethical behavior at work.	PSO 3, PSO 1	Remember & Understand

### Unit 1

#### Introduction to Management:

Introduction to Management –Meaning- Definition- Management Functions – Roles of Manager– Levels of Management -Managerial Skills - meaning – conceptual Skill – technical Skill – Human Relation Skill.

Development of Management Thought – Early Classical Approaches – Neo – Classical Approaches – Modern Approaches.

### Unit II

#### Planning and Organizing Skills

Planning – Meaning of Planning- Types of Plans- Process of Planning – Making Planning Effective

Organization-Process of Organizing-Formal and Informal Organization- Organizational structure

Departmentation - Authority-Delegation-Decentralization



### **Decision Making Skill, Co-ordination Skills and Control Skills**

Meaning of Decisions – Types of Decisions – Common Difficulties in Decision Making

Co-ordination – Need, Type and Techniques - requisites for excellent Co-ordination –

Controlling – Meaning and Importance – Control Process.

### **Unit IV Leadership and Communication Skills**

Leadership – Meaning – Types – Differences between a Leader and Manager –

Characteristics of Leadership – Functional of a Leader

Communication – Definition – Purposes of Communication – Forms of Communication – Communication Process

### **Unit V Conflict Management**

Conflict Management – Levels of Organization Conflict – Stages of Conflict – Causes of Inter – Group Conflict – Management of Conflict

Organization Change - Need for planned change – Strategy for planned change – Organization Development.

### **Text Book**

P.C. Tripathi & P.N. Reddy, Principles of Managements – Tata Mc. Graw Hill-New Delhi.

### **Reference Book**

1. L.M. Prasad, Principles & Practice of Management, Sultan Chand & Sons - New Delhi
2. C.B. Gupta, Management Theory & Practice – Sultan Chand & Sons – New Delhi

