



SGMSPM's
SHARADCHANDRA PAWAR INSTITUTE OF
MANAGEMENT, OTUR

PUNE – 412409

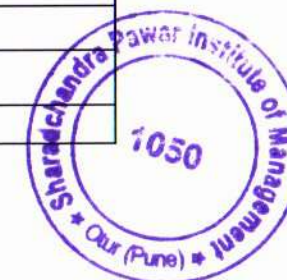
Approved by AICTE, Recognized by DTE (Govt. of
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Course Outcomes

2016 Revised Syllabus

Programme Educational Outcomes	
PEO-1	To equip the students with requisite knowledge, skills & right attitude necessary to provide effective leadership in a global environment.
PEO-2	To develop competent management professionals with strong ethical values, capable of assuming a pivotal role in various sectors of the Indian Economy & Society, aligned with the national priorities.
PEO-3	To develop proactive thinking so as to perform effectively in the dynamic socio-economic and business ecosystem.
PEO-4	To harness entrepreneurial approach and skill sets

Programme Specific Outcomes	
General Management PSOs	MBA graduate shall have ability to analyse the business environment with leadership qualities and problem solving skills
	MBA graduate shall have ability to drive entrepreneurship initiative either on their own or within other organizations where they are employed.
	MBA Student will be able to face real world challenges through managerial skills
Marketing PSOs	MBA graduate shall meet the diverse set of marketing challenges present in today's competitive business environment from managing daily sales to International marketing operations
	MBA graduate shall have marketing skills in areas such as market research, consumer behaviour, product development, and relationship management etc.
HR PSOs	MBA graduate shall have ability to perform all operations in the area of Human Resources
	MBA graduate shall have ability to communicate effectively in a team
Finance PSOs	MBA graduate shall have conceptual clarity and practical knowledge in the field of financial management
	MBA graduate shall have skills to use finance for growth and development of business organisations



Operations PSOs	MBA graduate shall have knowledge to understand,analyse and control the operating environment in operations management
	MBA graduate shall have technical skills about continuous improvement in productions and operations environment

Programme Outcomes		
Pos	Attribute	Programme Outcome
PO1	Ability to apply knowledge, skill attitude to real life business	Apply knowledge, skills and attitude of management theories and practices to solve real business problems
PO2	Contemporary Tool Usage in business	Learn, create, select, and apply appropriate techniques, resources, modern tools, models and methods in management to complex activities in business
PO3	Environment and Sustainability	Demonstrate ethical, social and environmental responsibilities in business environment for sustainable development.
PO4	Individual and Team Work	Function effectively as an individual, and as a member or leader in teams, and in multidisciplinary settings.
PO5	Project Management and Finance	Analyse and manage project, its estimation, Risk and control and various dimensions of project management. Execute various financial functions in multidisciplinary environments
PO6	Life-long knowledge	Demonstrate the ability to apply knowledge gained during MBA to real business situation and
PO7	Ability of Understanding and Communication of aspects of Business	Ability to understand, analyze and communicate global, economic, legal, marketing, finance, HR, IT and Operations aspects of business
PO8	Value based managerial Skills & Leadership Abilities	Ability to develop managerial Skills & Leadership Abilities

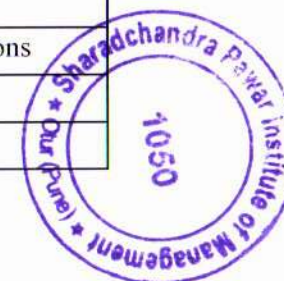
Course Outcomes

Semester 1

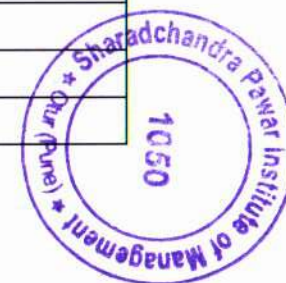
At end of the semester student should be able	
CO No.	Course/Subject
101-Accounting for Business Decisions - ABD	



1	To understand the basic concepts of financial accounting, cost accounting and management accounting.
2	To summarize difference between financial, cost accounting and management accounting
3	To apply various tools from accounting and cost accounting this would facilitate the decision making
4	To develop analytical abilities to face the business situations
5	To understand the interpretation of accounting concepts
102-Economic Analysis for Business Decisions - EABD	
1	To understand the basic economic concept & demand forecasting analysis
2	To examine the implications of economics on other business practices, such as incentive plans, auctions, and transfer
3	To recognize the market structure and industrial performance, including the strategic interaction of firms.
4	To illustrate the idea of cost concept, risk analysis & decision making.
5	To develop economic way through money and capital markets in India and public finance infrastructure
103-Legal Aspects of Business - LAB	
1	To acquaint students with general business law issues to help become more informed, sensitive and effective business
2	To understand all important legal provisions pertaining to Business Laws
3	To provide the students with an understanding of fundamental legal issues pertaining to the business world to enhance
4	To know the liabilities of the business under general business laws
5	To exemplify the Intellectual Property Laws
104-Business Research Methods -BRM	
1	To understand foundation of research and how to write research proposal
2	To illustrate types of research design.
3	To interpret types of data and use the same in framing the questionnaire.
4	To explain concept of sampling and types of sampling
5	To summarize data analysis and to design research report.
105-Organizational Behaviour - OB	
1	To understand and learn the various concepts of organizational behavior
2	To understand the various personalities, attitude , perception and motivation and apply in organizational situations
3	To interpret the interpersonal and behavior processes for team building and leadership development
4	To evaluate the culture and people cope up with the cultural change and stress related issues



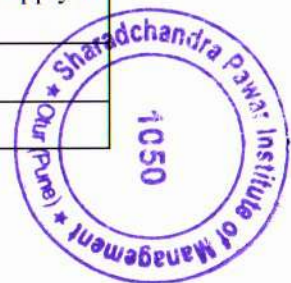
5	To understand organization change and how to implement the change in the organization
106-Basics of Marketing - BoM	
1	To identify the core concepts of marketing and understand the need of the customer
2	To apply the company orientation towards the market place and also evaluate the market
3	To analyze the consumer behavior and can recognize the different steps in buying decision process
4	To analyze and categorize segmentation, targeting and positioning of the product and the consumer
5	To classify and interpret the difference between goods and services
107-Management Fundamentals - MF	
1	To understand the various concepts of Management
2	To apply the managerial competencies in terms of communication and team work
3	To analyze the formal and informal, line and staff relationship in the organization
4	To analyze and evaluate the decision making analysis properly
5	To organize and design a proper controlling and coordination process
108-Business Communication Lab - BCL	
1	The student can understand the fundamentals of communication and identify their communication abilities
2	The student can apply the managerial writing skills in terms of good communication
3	The student can design effective presentation (audio visual)
4	The students can give better presentation because of presentation skills
5	The students can confidently participate in group discussions
109-MS Excel and Advanced Excel Lab - MEAEL	
1	To learn various MS Excel Utilities useful for business organisation
2	To demonstrate the application of various MS Excel functions to students w.r.t. various subject domains
3	To create MS Excel template/utility for critical business processes
4	To analyze the role of advanced excel functions in decision making
5	To share the knowledge and accelerate learning in the field of IT
110-Selling and Negotiation Lab - S&NSL	
1	To develop the aptitude of selling with the context of organizational sustainability.
2	To inculcate and incorporate the attributes of good sales persons



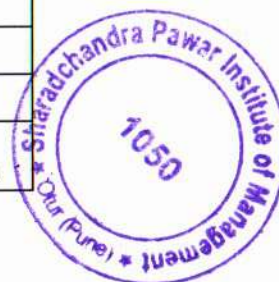
3	To able to understand the complete chain of selling from opening the deal till the closing of the deal.
4	To develop the skills of negotiations, parameters of cracking the deals.
5	To evaluation and understanding of negotiation skills at various stages.
113-Personality Development lab-PD Lab	
1	To develop an orientation towards business etiquettes and the proper etiquette practices for different business scenarios.
2	To learn the etiquette requirements for meetings, entertaining, telephone, and Internet business interaction scenarios.
3	To minimize nervousness while in social situations.

Semester 2

CO No.	Course/Subject
201-Marketing Management - MM	
1	Understand and learn basics concepts of Marketing, PLC, Promotion, branding, packaging, etc.
2	Effectively function as a marketing individual, team and also for business and efficiently apply the tools of marketing
3	Verify the factors affecting marketing and convey the business and take marketing related decisions promptly.
4	Compare, analyze and communicate marketing practices and efficiently work for business and society at large.
5	Understand the role, need, importance and process of marketing and control mechanism for sustainability.
202-Financial Management - FM	
1	Able to interlink between finance and other discipline.
2	Application and analysis of Capital structure theories.
3	Analyse interpret Financial statements of companies through various tools.
4	Formulating the capital investment proposal.
5	Calculation of Working capital requirement for the organisation and its financing through various tools.
203-Human Resource Management - HRM	
1	To understand and learn the various concepts & practices of HRM followed in Organizations.
2	To apply the theoretical knowledge of HRM functions for improvement of organizational productivity.
3	To understand the theory of Recruitment & Selection, Performance Management, Training & Development and apply it for effectiveness of organization.
4	To evaluate the Performance of employee / Manpower in relation with the effectiveness of organization.
5	To remember the basic theories of HRM while working in organizations.



204-Decision Science - DS	
1	Understanding of the basic concepts of quantitative techniques in decision making. Use of assignment & Transportation Models in Operations Research.
2	Formulation of linear programming with constraints and use of simulation techniques
3	Decision Making under risk and uncertainty. Preparation of profit-loss matrix through game theory.
4	Understanding the concept of sequencing to minimize total elapsed time. Calculation of PERT & CPM to analyze and represent the tasks involved in completing a given project
5	Realizing the concept of probability theorem based decision making.
205-Operations & Supply Chain Management - SCM	
1	To understand and learn the various concepts of Operations Management and Quality
2	To apply the Process Product Matrix and Service System Design Matrix
3	To understand the concept of PPC and apply it for production planning for various industries
4	To analysis Inventory Costs and EOQ and apply various Inventory Control Systems for the Industry
5	To understand the concept of SCM and its application for Customer Services
206-Management Information Systems - MIS	
1	Understand and learn basics of Management Information System
2	Apply the knowledge of Information system and decision making in designing solution to the system development.
3	Analyse the system requirement, architecture and design input and output for system development
4	Identify the need for ,issues in Management
5	Gain functional area knowledge with case studies
207-Emotional Intelligence & Managerial Effectiveness Lab - EI&MEL	
1	To understand the basics of emotional intelligence
2	To explain theories of learning
3	To illustrate challenges faced by organizations and managerial effectiveness.
4	To understand organization goals and to relate with improving effectiveness
5	To develop understanding and competence for personal and managerial effectiveness.
210-Life Skills Lab - LSL	
1	To understand the Concept of skill in Life Skills, Primary goal of Life Skills programme, Life Skills Process model,
2	To demonstrate the difference between empathy and sympathy, Anger and distress, adaptive Cognitive, adaptive behavior and emotion focused Empathy so that the student by applying this will increase life satisfaction and Improve



3	To develop new ability to practice new problem solving skills in group and use these skills in personal life.
4	To display the knowledge of Moral development and to understand the Interpersonal influences on Moral development, Moral development and social exclusion, Morality and culture, Morality and Intergroup attitudes, moral emotions.
5	To recognize the need for life skills and have Memorization such as rehearsal and role learning Communication Skills.

211-Geopolitics & The World Economic System - GWES

1	To examine the National & International Political Economy & governance.
2	To develop the ability of understanding and of analyzing reasons and consequences of any change in the international system.
3	To prepare students for their future engagement in international political and economic environment.
4	To justify the market-oriented, developmental & social capitalism & functions of WTO GATT SAARC, ASEAN,& NAFTA .
5	To understand the international financial system and the participants in the changed economic system & Consequences of Economic Globalization.

213-Computer Aided Personal Productivity Tools Lab - CAPPTL

1	To learn about various MS Office Utilities useful for business organisation
2	To demonstrate the application of various MS Office utilities functions w.r.t. various subject domains
3	To enhance personal productivity through advanced features of MS Word, MS Excel & MS PowerPoint
4	To instruct skills such as MS Outlook and basic social networking tools for business processes
5	To share the knowledge and accelerate learning in the field of IT

Semester 3

Common Subject	
CO No.	Course/Subject
301-Strategic Management - SM	
1	To recognize various perspectives and concepts in the field of Strategic Management .
2	To understand the concept Strategy, Strategic Management and Strategic Management Process.
3	To develop the skills of students for applying these concepts to the solution of business problems.
4	To create the students to master the analytical tools of strategic management.
5	To demonstrate and differentiate between blue & red ocean strategies, principles of blue ocean strategy, Strategy Canvass & Value Curves, Four action framework.
302-Enterprise Performance Management - EPM	



1	To understand the Performance Evaluation Parameters
2	To apply the tools and techniques of Capital expenditure control
3	To evaluate the parameters of enterprise in terms of expenses, control systems and pricing
4	To apply the Audit Function as a tool
5	To evaluate the performance of Nonprofit organisation
303-Startup and New Venture Management - SNVM	
1	To understand the Concept of Entrepreneurship, Factors affecting the Entrepreneurial Growth & Steps of entrepreneurial process.
2	To the understand the enterprise launching Formalities & opportunity or identification of Product Selection
3	To identifying good opportunities and then creating, communicating, and capturing value from those opportunities; including innovation in a corporate context.
4	To analyse business opportunities, and articulate them as a compelling business description, and pitch to an audience of investors, customers, or business partners.
5	To understand the various laws and case studies of successful & unsuccessful entrepreneurs.
304-Summer Internship Projects - SIP	
1	To describe the roles and responsibilities required in the capacity of an employee
2	To describe the functioning of industry in relation to individual employee.
3	To network with employees in the corporate world and get a glimpse of real life situations.
4	To apply critical thinking and following standard procedures in an organisation.
5	To explore the functioning of various industries and develop a decision making process for selecting future jobs.

Human Resource Management	
305-HR - Labour Law - LL	
1	To application of various labour related legal approaches & compliances for the organization.
2	To application various provisions under Payment of Wages Act.
3	To applicability of provisions under Minimum Wages Act.
4	To calculate bonus under different rates and provisions of bonus, read various ammendments.
5	To applicability of Factory Act and provisions under various sections.
306-HR - Performamce Management - PM	
1	To enable to analyse the role; of top management in implementation of PMS process in building corpoarte culture.
2	To identification of all the components of reward system.
3	To correlation of linkage of performance management to reward and compensation system.



4	To define and address issues arising in PMS process.
5	To able to address ethical dilemmas in PMS process.
305-HR-Labour and Social Security Laws - L&SSL	
1	To make student understand the gist of labor laws
2	To evaluate the importance of various provisions in labor laws
3	To understand the implementation of labor laws
4	To make students understand the various labor laws
5	To make students understand the implications of labor laws
306-HR- Human Resource Accounting & Compensation Mgmt. - HRA & CM	
1	To understand basics of human resource accounting
2	To outline investment approach
3	To explain HR Auditing and accounting
4	To classify compensation and explain theories related to compensation management.
5	To analyze issues related to compensation
307-HR- Employee Health & Safety Welfare - EHSW	
1	To understand the basic Concept of Employee Health,& Safety Welfare.Study of all statutory & Non statutory welfare
2	To understand the duties under Maharashtra Welfare officers Rules 1966 &
3	To understand the Environmental Pollution and Protection act.
4	To identifying hazards and assessing risk
5	To define the Systematic identification and control of hazards
308- HR - Employee Welfare - EW	
1	To apply Labour Welfare principles, classification and need while framing the welfare policy.
2	To define role and responsibility of Welfare Officer during appointment.
3	To differentiate statutory & non-statutory welfare provisions.
4	To define the role of various agencies in maintaining welfare facilities.
5	To prepare the Field Report on Welfare Facilities & Problems based on the existing schmens.
309-HR - HR Audit - HRA	
1	To understand origin of HR audit
2	To understand HR Strategies, Structures, Systems and Competencies
3	To analyze HRD Score Card
4	To analyze and categorize effectiveness of HR audit
5	To understand the applications
314-HR - Lab in Recruitment and Selection - LRS	
1	To analyze the Recruitment advertisements, profiling techniques
2	To Interpret the different interviewing modes
3	To Describe the importance and relevance of recruitment and selection to Organizations.



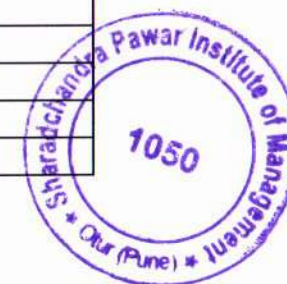
4	To Develop and participate in an interview process.
5	To Illustrate the role of competencies and performance management in recruitment and selection.
316-HR - Lab In Training - LT	
1	To Make Students Understand Training Need Analysis
2	To design Training Program with reference to TNA.
3	To develop Training methods for Training Program.
4	To make students understand training methods
5	To make students understand & design training methods with reference to TNA
6	To understand the applications
Marketing Management	
305 - MKT-Contemporary Marketing Research - CMR	
1	To understand the importance of marketing research in the current business scenario
2	To evaluate and interpret the questionnaire and data collection
3	To apply statistical design and study its effectiveness in advertising and sales promotion campaigns
4	To analyze the data collected from various sources
5	To understand how to interpret various analysis techniques
306- MKT-Consumer Behaviour - CB	
1	To understand and learn the concept of consumer behavior in marketing
2	To analyze the various environmental influences and individual determinants of consumer behavior
3	To evaluate and apply the various Consumer Behavior Models
4	To understand and evaluate the Indian consumer
5	To students can understand the various personality trait in consumer purchases
307- MKT - Integrated Marketing Communication - IMC	
1	To identify the tools available for marketing communications
2	To discover, evaluate and analyze how to build a brand through advertisement
3	To develop effective sales promotion for a given product through proper marketing communication
4	To analyze the effect of public relations as a long term goal/investment
5	To analyze the effect of advertising
308 - MKT- Product Management - PM	
1	To understand and learn the various facets of job profile of product manager
2	To analyze the various levels of market competition and its product strategy
3	To understand and evaluate the consumer need
4	To evaluate the financial analysis for the product management
5	To understand the various strategies in product management
309 -MKT -Strategic Brand Management - SBM	
1	To understand the concept Brand, Brand equity , Brand Management, Strategic brand management process



2	To identify and establish brand positioning, Planning and implementing brand marketing programs, Measuring and interpreting brand performance, Growing and sustain brand equity.
3	To discover the use of Integrating marketing communication for Brand Marketing Programs.
4	To measure and Interpret Brand Performance
5	To design brand strategy, New products, Brand extensions
312 -MKT- Customer Relationship Management - CRM	
1	To understand the concept CRM, Customer Value, Sources of Customer Value, Value from products, services, extended P's and their relations with CRM.
2	To apply the several strategies of customer retention at different stages of Customer Life Cycle for development of good and healthy customer relationship.
3	To create alliance between non-competing firms, and competing firms by organizing strong Business Networks , Supplier Networks , Distribution Networks and Managing these Networks for designing good and healthy CRM.
4	The ability to understand the Customer Relationship Management and Customer Experience Management
5	To demonstrate the knowledge of organizational issues and CRM and understanding of Conventional customer management structures.
Financial Management	
305-FIN - Financial Regulatory Framework - FRF	
1	To explain the Indian financial system and their structure.
2	To explain the different regulators and their role in the economy/ Roles and responsibilities of the regulators.
3	To explain the regulatory framework for international funds.
4	To describe the Regulatory framework and economic growth.
5	To explain the nature of the company and to differentiate different companies.
305 - FIN - Direct Taxation - DT	
1	To understand the basic concepts in Income Tax Act, 1961.
2	To Calculate Gross Total Income and Tax Liability of an Individual.
3	To Explain the procedure of online filling of various forms and Returns.
4	To solve the numerical problems on various heads of income
5	To Apply the knowledge of E-filling of Return
306-FIN - Merchant Banking and Financial Services - MB&FS	
1	To describe the role and functions of Merchant Banking in business.
2	To explain the financial service industry in India.
3	To describe SEBI rules and regulations related to merchant banking.
4	To explain the concept of Mutual Funds in India.
5	To describe the importance of Insurance worldwide and regulatory framework of insurance in India.



306-FIN - Financial System of India - Markets & Services - FSIMS	
1	To develop the students with the practical dynamics of the Indian Financial System, Markets, Institution and Financial
2	To Illustrate with Regulators of Financial System in India
3	To interpreting Nature and scope of financial Services, Merchant Banking and Venture Capital
4	To Utilize knowledge of various Financial Institutions in India
5	To underatand the applications
307-FIN - Income Tax - I	
1	To define various concepts of Taxation.
2	To calculate the tax liability of Salaried person / Employee.
3	To ability to calculate the tax liability of Assess having income from House Property, Capital Gains and Other Sources.
4	To explain the provisions of Income Tax Act for the corporates and individual.
5	To implement the tax planning and management for individuals and HUF.
307-FIN - Strategic Cost Management - SCM	
1	To understand the scope of Strategic Cost Management
2	To apply the techniques of strategic cost management
3	To explain the concepts of activity based costing
4	To Examine the Learning curve theory
5	To illustrate Balance Score Card
308-FIN - Corporate & International Financial Reporting - CIFR	
1	To acquaint with the framework of financial reporting and emerging trends.
2	To make familiar with the analytical tools used for financial analysis.
3	To understand the accounting aspects.
4	To get acquainted with the concept of IFRS
5	To have knowledge of convergence of Indian Accounting Standards with IFRS.
309-FIN - Strategic Cost Management - SCM	
1	To understand the scope of Strategic Cost Management
2	To apply the techniques of strategic cost management
3	To explain the concepts of activity based costing
4	To Examine the Learning curve theory
5	To illustrate Balance Score Card
309-FIN - Corporate Finance - CF	
1	To acquaint students with advanced treatment of various concepts and tools and techniques used in Financial
2	To understand the importancwe of Corporate Finance
3	To highlight the importance of various decision making areas of financial management
4	To apply all important concepts of Corporate Fianance
5	To explore the corporate finance knowledge



313-FIN - Banking Operations - I - BO-I	
1	To understand the basics of Banking and the emergence of Banking in India.
2	To understand the all important concepts pertaining to Banking Operations
3	To get acquainted with the functionality of the Banks.
4	To apply all important concepts of banking operations
5	To know the meaning and use of commonly used technologies in Banking.
315-FIN - Banking Operation I – BO-I	
1	To introduce & understand history , basics of Banking in India
2	To know regulatory framework
3	To understand functionality of the Banks, types of banks and banking
4	To Demonstrate funding and recovery
5	To develop Concepts in Banking and Accounting of transactions
318-FIN - Financial Sysrms Analysis - FSA	
1	To equip the students to have an in depth understanding of the Financial Statements.
2	To enable the students to use various contemporary techniques of financial analysis to be able to give an opinion on the financial performance of companies.
3	To understand all important concepts
4	To apply all important concepts
5	To develop analytical skill
Operations Management	

305 Planning & Control of Operations	
1	Corelate the terms routing ,scheduling, loading,dispatching & follow up
2	Forecast the demand with reasonable accuracy for a given time frame.
3	Prepare Master Production Schedule based on alternatives for managing demand & supply.
4	Prepare Bill of Materials and carry out capacity planning.
5	Schedule daily production.
6	Plan and control the manufacturing activity for a given time frame to satisfy customers

306 Inventory Management	
1	Calculate costs related to inventory.
2	Classify the components into A,B & C category for procurement decision policy making.
3	Decide reorder point and safety stock level.
4	Acquire knowledge about JIT philosophy and Kanban production system



5	Carry out cost benefit analysis for taking make or buy decision.
6	Manage the inventories at optimum level to maximize the benefits to organization & customers.

307 Productivity Management

1	Conceptual clarity about the word productivity
2	Carry out value analysis
3	Mapping the process by using flow chart
4	Calculate standard time of job.
5	Acquire knowledge about new trends

308 Manufacturing Resource Planning

1	To develop correlation between strategic plan and operational plan
2	Prepare bill of material.
3	Preparation of capacity utilization plan.
4	Build of MRP II framework.
5	Linking of MRP II with JIT.

309 Technology Management

1	To develop resource base & market base views about technology.
2	To identify technology change agents.
3	Explore various sources of technology development.
4	Development of framework for formulating technology strategy.
5	Corelate the impact of technological changes on organization.

310 Project Management

1	To creat work breakdown structure,process breakdown structure and form responsibility matrix.
2	Able to calculate project time and cost. Develop project network.
3	Able to schedule the resources as planned.
4	To understand the role of project manager and team management.
5	To evaluate the project performance and evaluation of costs.

Supply Chain Management

305 Essentials of Supply Management

1	Understanding of concepts - supply chain , physical distribution & logistics.
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2	Calculate Tradeoff between Push & Pull supply chain.
3	Develop understanding of changing business landscape.
4	Understanding of SCM Building Blocks.
5	Mapping of customer value requirement.

306 Logistics Management

1	Understanding of definition and value adding perspective of logistics.
2	Understanding of linkage of logistics with operations, manufacturing and supply chain.
3	Analyze cost perspective and level of optimality in logistics systems.
4	Understanding of concepts of 3PL & 4PL and also types of 3PL & 4PL.
5	Develop service strategy, service service delivery systems, service location & layout

307 Managing Material Flow in supply chain

1	Understanding of 4 types of flows in supply chain.
2	Selection of transportation service and formulate carrier pricing strategy.
3	Warehouse Decisions – site selection, design, product mix analysis, expansion, material handling, layout
4	Design packing and material handling systems.
5	Understanding of Government statutory requirements related to Logistics Management

308 Inventory Management

1	Understanding of Aggregate production plan and preparation of Master production schedule and Bill of materials.
2	calculation of inventory costs and economic order quantity.
3	Learn to reduce Supplier-buyer cycle times, Delivering the Perfect Customer Order.
4	Design Safe & Environment friendly inventory system.
5	Adoption of Just in time practices in supply chain.

309 Purchasing and Supplier Relationship Management - I

1	Framing purchase policy & procedure.
2	Organizing the Purchasing Function.
3	Decide criterion for evaluation & selection of vendors.
4	Set a procedure of quality management at suppliers end.
5	Acquire the skill of carrying out negotiations and raising of P.O's . Prepare contracts.

310 Supply Chain Planning

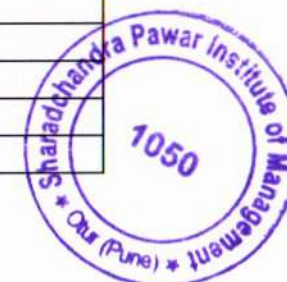


1	Forecast demand with appropriate technique.
2	Calculate trade off between Customer Service Level & Expected cost of stock outs
3	Carry out Aggregate Planning using MS-Excel.
4	Build understanding of Decision Environment of Supply Chain.
5	Design supply chain network.

Semester 4

Common Subject

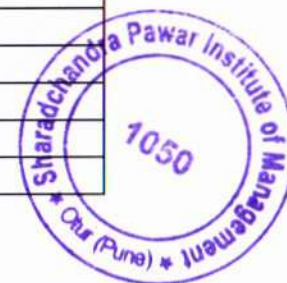
CO No.	Course/Subject
401-Managing for Sustainability - MS	
1	To understand the responsibility on the Social and environmental problems and how they shape markets.
2	To understand and plan for the sustainable development and green development,
3	To Study the business models for sustainable development
4	To apply the best practices in corporate governance
5	To apply the Indian Values and Ethics for Corporate Excellence
402-Dissertation - Dis.	
1	To describe the roles and responsibilities required in the capacity of an employee
2	To describe the functioning of industry in relation to individual employee.
3	To network with employees in the corporate world and get a glimpse of real life situations.
4	To apply critical thinking and following standard procedures in an organisation.
5	To ability to explore the functioning of various industries and develop a decision making process for selecting future
Human Resource Management	
403 - HR - Industrial Relations - IR	
1	To apply of ID Act and its provisions to resolve IR issues.
2	To apply of Trade Union act and Marashtra TU act.
3	To apply of Standing order act in IR issues.
4	To apply of the provisions of the contract Labour act after hiring.
5	To design the plan of various IR initiatives to maintain good IR in the organization.
403 - HR - Employment Relations - ER	
1	To understand and learn the various Employment Relations Concept & Laws
2	To apply the Employment Laws wherever required.
3	To understand the concept of Trends in Employment Relations.
4	To analysis the Industrial / Trade union disputes & resolve it with proper mechanism.
5	To understand the concept of contract labour, standing order for future purpose.
404- HR - Strategic Human Resource Management - SHRM	



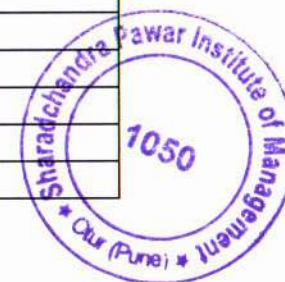
1	To define HR strategies and to understand strategic perspective of HRM
2	To illustrate talent management.
3	To relate alignment of HR strategies for Improving Organizational Effectiveness
4	To relate HR strategies with organizational effectiveness
5	To analyze issues and challenges of SHRM & to categorize international assignments.
405 - Organisational Design and Development - OD&D	
1	To apply of various organizational theories in designing the structure.
2	To listout the challenges and final framing of organization structure.
3	To describe the role of innovation, decision making process in building organizational culture and ethics.
4	To implement of various intervention in resolving issues of change.
5	To design organization structure and prepare the report.
406- HR - Global HR - GHR	
1	To define and understand Global HR
2	To explain how to manage International assignments
3	To illustrate international HR and key issues in International HR
4	To evaluate appraisal of International Employees
5	To design a project on virtual Organization Study.
408 - HR - Change Management - CM	
1	To make students understand meaning of change and need for organizational Change.
2	To explore the change management theories by exploring cases
3	To appraise students with the change management process
4	To understand all important concepts
5	To apply the theory
410- HR - Lab in CSR - LCSR	
1	To understand and design CSR initiatives
2	To apply and analyze CSR in Indian and Global context
3	To create and apply desk research study
4	To make the students understand the need for CSR
5	To make the students know the importance of CSR
413 - HR -Lab in Mentoring and Coaching - LMC	
1	To apprise students with role of Mentor, Coach & Counselor
2	To demonstrate elements of Mentoring, Coaching & Counseling vis-à-vis industry
3	To explore how to consciously influence themselves and others so as to create productive behaviors that lead to optimal
4	To understand the importance of Mentoring and Coaching
5	To understand the applications
415 - HR - Designing HR Policies- DHRP	



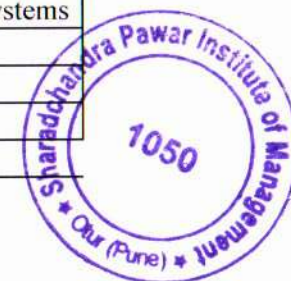
1	To understand use and content of Manual.
2	To identify policies and procedures of Recruitment and selection.
3	To explain employee benefits
4	To illustrate relations and grievance handling
5	To design HR Policies
Marketing Management	
403-Mkt. - Services Marketing - SM	
1	To understand the significance of services marketing in the global economy
2	To evaluate the customer perception and customer satisfaction in terms of services
3	To evaluate the effect of people and physical evidence in the service industry
4	To understand the importance of service marketing
5	To understand the scope of service marketing in today's era
404-Mkt. - Sales & Distribuion Management - SDM	
1	To identify the various marketing channel and also to know the importance of sales force
2	To understand the Sales planning and sales audit of the organization
3	To understand the retailing business in India
4	To make the students understand the distribution strategies
5	To make students understand the scope of sales management
405-Mkt. - Retail Marketing - RM	
1	To understand and evaluate the retail business and can relate it to emerging trends and opportunities in India
2	To make a model of typical store layout with respect to design and visual merchandizing
3	To choose and compare different merchandize assortment and also evaluate the product
4	To can assume and build retail pricing for a particular sales program
5	To can discuss and elaborate mall management after visit to the mall
406-Mkt. -Rural Marketing - RM	
1	To understand the rural aspects of marketing.
2	To learn the different things of rural markets to design effective strategies
3	To design the model on Rural Consumer Behavior& Marketing Research
4	To apply adaptations to the rural marketing mix (4 A's) to meet the needs of rural consumers.
5	To identify the challenges and opportunities in the field of rural marketing for the budding managers and also expose the
408-Mkt- International Marketing - IM	
2	To understand and evaluate the nature of international marketing vis a vis domestic marketing
3	To apply and analyze international product strategies
4	To create international distribution system (Model for understanding and representation)
413-Mkt.-E -Marketing and Analytics - MA	
1	To understand the various marketing concepts in electronic marketing and marketing analytics context.



2	To make student analyze the consumer behavior for online shopping and apply the various marketing strategies like
3	To develop the student by giving insights into various aspects of E Marketing and analytics from the perspective of
4	To ability to understand the Product Mix of E-Marketing.
5	To understand the applications
Financial Management	
403 - FIN - Indirect Taxation – IDT	
1	To understand the basic concepts related to GST
2	To explain the latest amendments made in connection with indirect taxation
3	To update the procedural part of GST
4	To describe the list of Input Tax Credit
5	To summarize the Customs duty & its application
403 - FIN - International Finance - IF	
1	To understand the foreign exchange market.
2	To visualize the functioning of global financial market.
3	To differentiate the exchange rate regime/ How exchange rate is determined.
4	To apply of hedging techniques in international markets.
5	To visualize the regulatory framework in international financial market.
404 - FM - International Finance - IF	
1	To make understand students with the operations in foreign exchange markets.
2	To demonstrate the complexities of managing finance of multinational firm
3	To exemplify the importance of the regulatory framework within which international financial transactions can take
4	To Elaborate International Financial Reporting Standards (I.F.R.S) and Indian Accounting Standards (I.A.S) on
5	To understand the applications
404 - FM - Corporate Finance - CF	
1	To develop the ability to apply the financial management theories.
2	To able to do calculate / evaluate the value of the business/shares.
3	To able to design and apply Corporate Governance, Ethics and Values in the organization.
4	To develop the ability to take decisions on profit distribution.
5	To develop the ability to design the corporate restructuring strategies and its implementation.
405 - FM - Income Tax - II	
1	To define various concepts of Taxation.
2	To calculate the tax liability of Salaried person / Employee.
3	To calculate the tax liability of Assess having income from House Property, Capital Gains and Other Sources
4	To know the provisions of Income Tax Act for the corporates and individual
5	To able to practice tax planning and management for individuals and HUF.
407 - FM- Financial Risk Management - FRM	



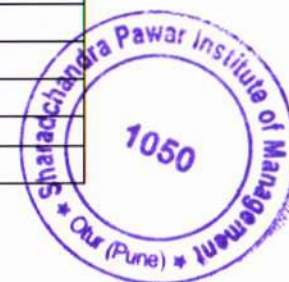
1	To understand what is risk and its application for measuring and managing financial risks
2	To Measure the volatility of risk with the help of different tools
3	To Classify RBI Guidelines for Credit & Market Risk
4	To explain the credit rating policy & its application process
5	To study and describe the role of risk management offices
409 - FM - Indirect Taxation - IT	
1	To differentiate the types of Indirect Taxes and Tax Laws.
2	To able to know the provisions of Central Excise Tax and Able to Submit the Tax Return.
3	To able to know the provisions of Custom laws and Able to Submit the Tax Return.
4	To able to know the provisions of Service Tax and Able to Submit the Tax Return.
5	To able to know the provisions of Central Excise Tax, Able to calculate Tax Credit and Submit the Tax Return.
409 - FM - Banking Operations - II - BO - II	
1	To understand the basics of Banking and the emergence of Banking in India.
2	To understand the all important concepts pertaining to Banking Operations
3	To get acquainted with the functionality of the Banks.
4	To apply all important concepts of banking operations
5	To know the meaning and use of commonly used technologies in Banking.
412- FIN - Banking Operation - BO-II	
1	To define with the role of Banking Reforms in India.
2	To know understand interest rates by and for bankers lending and borrowing rates along with the various mandatory
3	To know the legal aspects of banking in India procedural compliances by bank's functionality.
4	To understand concepts in International banking
5	To understand the applications
410 - FM - Wealth and Portfolio Management – WPM	
1	To understand the concept of Wealth Management.
2	To understand the concept of Portfolio Management
3	To understand various tools and methods of evaluating the portfolio.
4	To define the portfolio analysis & Selection
5	To Describe capital asset pricing model
414 - FIN - Principles of Insurance - PI	
1	To understand Insurance, Principles of Insurance, Underwriting, Claims, Intermediaries and various operations
2	To compose student to evaluate Risk in Insurance Services and to develop the knowledge of Risk Management Systems
3	To understand the Marketing of Insurance Products.
4	To define risk management and carry out the Evaluation of Risk in Insurance Services.
5	To study the application of e-Commerce in Insurance Industry.
417 - FIN - Practice of Life Insurance - PLI	




1	To provide an understanding of life insurance products
2	To provide an understanding of the functioning of life insurance
3	To develop the ability to apply the insurance management theories.
4	To understand the concepts
5	To apply the theory
Operations Management	
403 Operations Strategy	
1	Develop companywide quality culture.
2	To learn the contribution of quality gurus in the attainment of quality of product.
3	To develop the ability of using various quality tools.
4	To establish key performance indicators.
5	Evolve system of decision making based on ERP/SAP.
6	Implement the operations strategies which will maximize the stake holders satisfaction.
404 Total Quality Management	
1	Develop companywide quality culture.
2	To learn the contribution of quality gurus in the attainment of quality of product.
3	To develop the ability of using various quality tools.
4	Use various process control charts and develop sampling plans.
5	To become aware about various quality awards.
6	Implement a zero defect quality system/culture in the organization.
405 World Class Manufacturing	
1	Identify the parameters of global competitiveness.
2	To develop model for competitive advantage of the company.
3	To develop systems and tools for assessing the performance.
4	To assess the performance of indian manufacturers against the world leaders.
5	To evolve the strategies for indian manufacturers to become world class.
406 Enterprise Resource Planning	
1	To develop the context of Enterprise Resource Planning.
2	To identify ERP related technologies.
3	To assess the implementation cost of ERP and organize for implementation with the team.
4	To develop operations and maintenance systems for ERP & maximize the use with the help of internet.
5	To take review of ERP for organization functioning.
407 Modelling Techniques for Operations	
1	To assess the applicability of modelling techniques in business decision making.
2	To develop Linear programming model by collecting the appropriate data.
3	To apply decision tree model for expansion of business or for taking make or buy decision.



4	Decide the replacement policy for items which fail suddenly.
5	Decide the priority of job when limited capacity is available by using sequencing models.
408 Lean Manufacturing	
1	To develop alternative model for MRP in the context of lean.
2	To develop the plan for implementation of lean.
3	Implement Line Layout and Work Station Identification with Process Linking and Balancing
4	Implement in process KANBAN system.
5	To assess the output of lean implementation in comparison with customer demand.
Supply Chain Management	
403 Strategic Supply Chain Management	
1	Students will be able to link sustainability through SC
2	Understand the role of logistics in supply chains
3	Understand the structure of supply chains and the different ways through which supply chains can become competitive in the market
4	Understand the impact of SCM principle on a firm's overall strategy
5	Analyse the importance of the term "value creation" and to propose actions in the field of management of logistics costs towards the creation of value
404 Knowledge Management In Supply Chain	
1	Students will be able to understand the IT framework of SCM
2	Relate the role of Information System in SCM
3	Understanding of Process Improvement through adoption of supply chain Management
4	Linkage of E-SCM to various industries SME's, MSE's
5	Role of Information Technology Infrastructure
405 Purchasing & Supplier Relationship Management II	
1	Role of Internal & External Environmental factors affecting Sourcing and Purchasing
2	Design and implementation of Purchasing of Services
3	Role of Purchasing Capital Equipment and able to Differentiate in the procurement of capital equipment
4	Able to take decision Worldwide Sourcing
5	Understand on what parameters evaluate the performance of Supplier
406 Supply Chain Risk Management	
1	Able to manage Risk in supply chain Management
2	Understand the Risks arising out of Trends affecting SC
3	Able to categorise & Analyzing Risks in SC
4	Design of a resilient SC
5	Design the Steps in BCM
407 Project Management	



1	Understanding of Project Management, classification of projects
2	Design and Developing Project Planning
3	Tools and Techniques & Cost Estimating Budgeting in managing Project
4	Understand the meaning of risk and risk management methods
5	Able to Project reviews & reporting, closing the contract.
408 Supply Chain Performance Measurement	
1	Able to develop Relationship between Company Strategy & Supply Chain Metrics
2	Able to analyse the Performance Measurement
3	Design the Balanced Scorecard for Supply Chain Management
4	Design the SCOR framework
5	Linking Metrics to overall strategic objectives


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