



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Working Capital Management

Course Code: MBA (FM)17305DCE

MBA (FM) 3rd Semester

Credits: 3

Cont. Assessment-I: 25

Term End Exam: 50

Min. Pass Marks: 40%

Objective: The objective of the course is to acquaint students with the importance of the working capital and the techniques used for effective working capital management.

Unit I

Working Capital – Concepts. Components of Working Capital. Objectives of Working Capital. Determinants of Working Capital. Estimating Working Capital needs. Operating Environment of Working Capital. Approaches to Working Capital Investment – Walters approach and Trade off approach. Financing of Working Capital.

Unit II

Management of cash and marketable securities – Objectives and Decisions. Motives for holding cash. Managing cash flows – problems and issues. Cash forecasting – preparation of cash budget. Investment in marketable securities. Optimization models for short term investments - Baumol model, Miller-Orr model and Stone model.

Unit III

Management of Inventory. Components of inventory. Objectives of inventory control. Costs in inventory system. Techniques of inventory management – determination of order point, Analysis of quality discounts and safety level. Selective inventory control techniques – ABC analysis, VED analysis, FSN analysis. Emerging trends in inventory management.

Note:-

1. This paper shall have 50% numerical and 50% theoretical questions.
2. Cases Studies and other assignments will be provided by the concerned faculty in the class.

Suggested Readings:

1. Bhalla, V.K. Working Capital Management: text and cases, , Delhi, Anmol Publications,
2. Hampton J.J. and C.L. Wagner Working capital management, John Wiley and sons,
3. Rao K V. Management of Working Capital. New Delhi, Deep & Deep.
4. Scherr F C. Modern Working Capital Management, Prentice hall,.
5. Smith, Keith V and Gallinger G. W.. Readings on Short-term Financial Management, West Pub. Co.



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Management of Commercial Banks

Course Code: MBA (FM)17306DCE

MBA (FM) 3rd Semester

Credits: 3

Cont. Assessment-I: 25

Term End Exam: 50

Min. Pass Marks: 40%

Objective: The objective of the course is to understand essence of commercial banking business; to examine latest trends and regulations in commercial banking arena; and to become proficient in management of various aspects of commercial banking.

Unit I

Introduction to Commercial Banking, Nature and Composition of bank balance sheet and income statement, types of deposit liabilities and loan assets, bank credit, types, features, credit process, modes of credit delivery, legal aspects of lending. Off-Balance sheet items. Bank investment, objectives, components, role of treasury, treasury investment products, valuation of investment.

Unit II

Management of reserves: Primary and secondary reserves, nature, composition and purpose of reserves, factors influencing reserves; estimation of secondary reserves. Regulatory reserves: Significance, management of CRR & SLR investment. Liquidity management, Theories of liquidity management. Management of capital funds in commercial banks: Meaning, function and necessity of adequate capital funds, risk based capital standards, Basel regulations, constituents of capital funds, calculation of capital ratios.

Unit III

Management of income, asset quality and operational efficiency, various sources of income and expenditure, determination of income, concept of Non-performing assets(NPAs), causes of NPAs, prudential norms, classification of loans, provisioning requirements, recognition of income and non-performing loans, measurement of operational efficiency and parameters.

Note:- Cases Studies and other assignments will be provided by the concerned faculty in the class.

Suggested Readings:

1. Benton E. Gup & James W. Kolari: Commercial Banking, The management of risk, Wiley India Pvt Ltd,
2. Jinkay, Joseph F. Jr.: Commercial Banks Financial Management, Prentice Hall, New Delhi,
3. Mishkin Frederics S.: The Economics of Banking & Financial Markets, Harper Collins, New York,
4. Padmalatha Suresh & Justin Paul, Management of Banking and Financial Services, 2nd Ed, 2010, Pearson India.
5. Peter S. Rose & Milton H Marquis: Money & Capital Markets, McGraw-Hill International,



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Behavioral Finance

Course Code: MBA (FM)17308DCE
MBA (FM) 3rd Semester
Credits: 3

Cont. Assessment-I: 25
Term End Exam: 50
Min. Pass Marks: 40%

Course Objective: -The course introduces the main concepts of behavioral finance. It focuses on the judgment and perception biases and preference errors. The course also introduces to the prospect theory, its applications in the market and explains the principles of behavioral investing. It provides the overview of market anomalies and relates them to behavioral explanation.

Unit – I

Introduction: background and evolution of behavioral finance, contribution of pioneers of behavioral finance experts, human behavioral theories- prospect theory, heuristics: fusion investing; Behavioral Biases: overconfidence bias, representative bias, herding bias, anchoring bias, cognitive bias, regret aversion bias, gamblers fallacy bias, mental accounting, hindsight bias, escalation bias, confirmation bias.

Unit – II

Review of Neo Classical Finance Theory: Efficient market hypothesis, factors contributing to an efficient market, Three sub hypotheses of EMH and implications of each of them, tests and results which support the EMH and which indicate an anomaly related to the hypothesis; *Behavioral Challenges to EMH-* Analysis of behavioral challenge stage against EMH, investors rationality and behavioral biases, emotion and investment decisions, implications of behavioral biases on the applicability of EMH, behavioral patterns of Indian stock market investors.

Unit – III

Capital Budgeting and Behavioral Finance: cost of capital and its significance in capital budgeting decisions, implications of heuristics, overconfidence, excessive optimism, aversion to sure loss and confirmation bias on managers capital budgeting decisions; *Risk and Behavioral Finance :*Analysis of firm valuation, perceptions of risk and return, the use of valuation heuristics by managers/analysts and consequent valuation biases, how managers, analysts, strategists and investors perceive the relationship between risk and return, prospect theory and IPO behavior.

Note: - Cases Studies and other assignments will be provided by the concerned faculty in the class.

Suggested Readings:

1. Amling, "Fundamentals of Investment Analysis", Prentice Hall, International Edition.
2. Donald, E. Fisher & Ronald J. Jordon: Security Analysis & Portfolio Management, Pearson Education, New Delhi.
3. Farozzi, Franch J: Investment Management, Prentice Hall, International Edition.
4. Gupta, L. C : Stock Exchange Trading in India : Society for Capital Market Research and Development, Delhi



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Corporate Tax Planning & Management

Course Code: MBA (FM)17309DCE
MBA(FM) 3rd Semester
Credits: 3

Cont. Assessment-I: 25
Term End Exam: 50
Min. Pass Marks : 40%

Course Objective: -This course aims at making students conversant with the concept of corporate tax planning and management, as also their implications for corporate financial decision making.

Unit-I

Assessment of Companies: Meaning and kinds of companies under Income Tax Act, Determination of Residential Status of Companies, Computation of taxable income (Income from business and other sources only) and tax liability of companies. *Advance Tax Payment for Companies:* Pay as you earn scheme, Computation of advance tax and interest payable on shortfall of advance tax.

Unit-II

Corporate Tax Planning : Concept & Scope; Tax planning differentiated from tax evasion and tax avoidance; Tax shifting and its types; Areas of tax planning; Significance, methods and problems of tax planning. *Minimum Alternate Tax (MAT):* Scheme of MAT in brief; Concept of Zero Tax Company; Computation of book profits U/S 115JB; Computation of tax liability under MAT provisions.

Unit-III

Tax Planning with regard to Specific Management Decision: Lease or buy; ii) Retain or replace; iii) New capital investment (with practical problems). *Tax Planning & Financial Management Decisions:* Tax planning and tax implications in developing capital structure; Tax considerations in dividend policy (with practical problems).

Note: This paper shall have 60% numerical and 40% theoretical questions.

Note: Case Studies and other assignments will be given by the concerned faculty in the class

Suggested Readings:

1. Lal, B.B and Vashist, N., "Income Tax and Central Sales Tax-Law and Practice" Pearson Education, New Delhi
2. Income Tax Act, BARE Act, Taxman Publications, New Delhi.
3. Singhanian, V. K. "Direct Tax Planning & Management", Taxman Publications, New Delhi.
4. Srinivas, E. A. "Corporate Tax Planning", Tata McGraw Hill Publishing Co. Ltd. New Delhi.
5. Wealth Tax Act, BARE Act, Taxman Publications, New Delhi.



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Financial Risk Management

Course Code: MBA(FM)17405DCE
MBA (FM) 4th Semester
Credits: 3

Cont. Assessment-I:25
Term End Exam: 50
Min. Pass Marks: 40%

Objectives: - This Course aims at making students conversant with the latest concepts of financial risk management and also introduces them to the practical application of various tools and techniques of financial risk management techniques.

Unit-I:

Risk Management:-Concept and objectives; Types of financial risks- credit risk, market risk, default risk, foreign exchange risk, purchasing power risk, liquidity risk, interest rate risk; Main banking business lines and risk associated with each: the banking book, the trading book and off balance sheet exposure; Scientific risk management process; Financial Derivatives:- introduction, features, types of financial derivatives, basic financial derivatives, uses of financial derivatives.

Unit-II:

Risk Measurement: - based on sensitivity, based on volatility and based on down side potential; Credit risk management –concept, components, need and process of credit risk management; Approaches for capital charge for credit risks; Risk and Return:-introduction, measuring expected return, probability distribution, measures of risk.

Unit-III:

Operational Risk Management:- Concept of operational risk; Operational risk categorization-cause based, effect based and event based ; Operational risk management process; Guiding principles; Approaches for attribution of capital charge for operation risks- Basic Indicator Approach, Standardized Approach and Advanced Measurement Approach. Risk Based Capital Standards: concept, application of capital adequacy standards to Indian banks, computation of capital adequacy of banks.

Note:- Cases Studies and other assignments will be provided by the concerned faculty in the class.

Suggested Readings:

1. *Chance, D. M., An Introduction to Derivatives, Dryden Press, International Edition.*
2. *Chew, L., Managing Derivative Risk, John Wiley, New Jersey.*
3. *Hull, J, Options : Futures & Other Derivatives, Pearson Education , New Delhi*
4. *Dorfman, M.S. "Introduction to Risk Management and Insurance" Pearson Education, NewDelhi*
5. *Mare Lore And Lev Berodovsky, Financial Risk Management, Butterworth Heinennam, Oxfords*



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Derivative Operations and Analysis

Course Code: MBA (FM)17406DCE
MBA (FM) 4th Semester
Credits: 3

Cont. Assessment-I: 25
Term End Exam: 50
Min. Pass Marks: 40%

Course Objectives: The objective of the paper is to develop a thorough understanding of Derivatives markets and to enhance the level of knowledge of the students so as to enable them to understand the mechanism of derivatives markets.

Unit – I

Financial Derivatives: Introduction and historical background. Classification of derivatives products, characteristics and scope. Functions of derivatives, Factors affecting the growth of derivatives. Participants in derivatives markets, Risks involved in derivatives markets and their management.

Unit – II

Forwards and Futures: Forwards- Meaning and definition, Characteristics of forwards. Futures- Meaning and definition, characteristics of futures. Distinction between forwards and futures. Stock futures and its application, Index futures and its application. Eligibility criteria for stocks and indices. Hedging, Arbitrage and speculation through futures. Trading mechanism, Transaction charges, clearing mechanism, settlement mechanism, margin system and risk management system.

Unit – III

Options Contracts: Meaning and definition, characteristics of options, classification of options- Call option and put option. American and European options. Options strategies. Factors determining option pricing. Eligibility criteria for stocks and indices. Settlement mechanism, Transaction charges, clearing mechanism, settlement mechanism, margin system and risk management system.

Note:- Cases Studies and other assignments will be provided by the concerned faculty in the class.

Suggested Readings:

5. S. S. S. Kumar: Financial Derivatives, PHI.
6. Vohra & Chand: Futures and Options, Tata McGraw Hill.
7. V. K. Bhalla: Investment Management, Tata McGraw Hill.
8. Khatri and Others: Security Analysis & Portfolio Management.



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

International Financial Management

Course Code: MBA(FM)17407DCE
MBA (FM) 4th Semester
Credits: 3

Cont. Assessment-I: 25
Term End Exam: 50
Min. Pass Marks: 40%

Course Objectives: - The objective of the course is to provide an insight to the students about various investment alternatives and how investment in financial securities is compared with other investment alternatives at international level.

Unit – I

International Financial Management: An overview

Introduction: Importance, Theoretical Developments in the IFM, the Forex Markets, International Financial markets, Domestic Capital Markets & their linkages; Foreign Financial Markets; The Euromarkets and their linkages; IFM Imperfections, Role of the International Financial Managers.

Unit – II

The International Monetary System

Determination of foreign exchange rates: Introduction, Determination of forex rates, Calculating Appreciation and Depreciation, purchasing power parity (PPP), Relative form of PPP, Fisher's effect, International Fisher Effect, Interest Rate Parity, Forecasting Forex Rates.

Unit – III

Transaction Exposure

Nature & Characteristics. Management Techniques – Contractual Hedges: Forwards Market Hedge, Futures Market Hedge, Options Market Hedge & Money Market Hedge. Matching of Cash Flows. Operating Exposure: Concept & Characteristics. Strategies for Management Financial Strategy, Market Strategy & Production Strategy. Translation Exposure- Concept & Characteristics. Methods: Current & Non-Current Method, Monetary & Non-Monetary Method, Temporal Method & Current Rate Method.

Note: Cases Studies and other assignments will be provided by the concerned faculty in the class.

Suggested Readings:

1. Apte, P.G.: International Financial Management, Tata McGraw Hill.
2. Levi, Maurice d: International Finance, McGraw Hill, International Edition.
3. Pilbeam Keith: International Finance, Macmillan Press
4. Buckley Adrian: Multinational Finance, Prentice Hall.
5. Shaprio, Alan C: Multinational Financial Management, Prentice Hall.
6. Eitman, D.K and Stenehill, A. I.: Multinational Business Cash Finance, Addison Wesley



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Islamic Banking and Finance

Course Code: MBA(FM)17408DCE
MBA (FM) 4th Semester
Credits: 3

Cont. Assessment-I: 25
Term End Exam: 50
Min. Pass Marks: 40%

Course Objectives: To provide an overview of Islamic banking development and how shariah compliant retail and investment products are structured.

Unit: I

Overview of Islamic Banking Development: early experiments with Islamic finance, Islamic Banking in Arabia: role of the Islamic Development Bank in promoting Islamic finance, Dubai Islamic House, Kuwait Finance House, Al Rajhi Banks licensed for banking operations in Saudi Arabia; South East Asian Developments- Bank Islam Malaysia, Bank Muamalat Indonesia, International bank involvement in Islamic finance- HSBC Amanah, Citigroup, UBS and Deutsche Bank.

Unit: II

Islamic Deposit Facilities: Islamic Deposit Facilities- designing Qard Hassan and Wadiah accounts for transaction deposits, Shariah compliant savings deposits with limited transaction function, unrestricted Mudaraba investment accounts subject to periods of notice, Restricted Mudaraba investment accounts with bank returns through arrangement and management fees, Murabaha time deposits as a tool for treasury management

Unit: III

Structuring Shariah Compliant Short Term Financing Facilities: Murabaha trade financing facilities with and without client purchase guarantees-transfers of title under Murabaha contracts and the timing of single or multiple payments, bundling of commodities for Murabaha contracts and recurrent transactions, use of letters of credit and shipping documents in Murabaha transactions: Salam and parallel Salam contracts and their difference from conventional forward contracts, Tawarruq as a vehicle for obtaining a cash advance, Qard hasan interest free credit contracts, Design and features of Islamic credit cards.

Note:- Cases Studies and other assignments will be provided by the concerned faculty in the class

Suggested Readings:

1. Har Dr. "Islamic Banking Practice" Bahrain Institute of Banking and Finance.
2. Iqbal Z. and Mirakhor A., "An introduction to Islamic Finance: Theory and Practice" Wiley.
3. Hassan m. Kabir, "Handbook of Islamic Banking" Edward Elgar, Cheltenham, England and Northampton, Massachusetts.
4. Kette, Brian, "Introduction to Islamic Banking and Finance" Printheaus, Northampton.



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Micro Finance

Course Code: MBA(FM)17409DCE
MBA (FM) 4th Semester
Credits: 3

Cont. Assessment-I: 25
Term End Exam: 50
Min. Pass Marks: 40%

Course Objectives: The objective of the paper is to make the students understand the basic principles on which microfinance is organized and to make students realize likely impact of microfinance principles on MFIs.

Unit – I

Concept of Micro finance, its origin and history. Programmes of Micro finance: Grameen Bank, SHG-Bank Linkage programme of NABARD, SEWA Bank programme, SIDIBI Foundation for Microcredit, Microfinance programme of ICICI Bank. Working Microfinance models in India: Bank-SHG members, Bank-Facilitating Agency-SHG Members, Bank-NGO-MFI-SHG members.

Unit – II

Micro-credit: An outline, Microcredit and rural development, Microcredit schemes in India, SGSY, NRLM, others. Concept of Micro insurance. Demand for Micro insurance: Importance, Current coping strategies for the poor: Strengths, weaknesses and opportunities for Micro insurance. Micro insurance in India.

Unit – III

Concept of Financial Inclusion. Status of Financial Inclusion in India. Institutional changes required for financial Inclusion. Role of savings on financial inclusion. Financial inclusion in tribal areas. Financial inclusion of SC/ST and weaker sections of society. Models of financial inclusion: Branch banking model, Microfinance model, Business corresponding model, ICT Based model (technology based).

Note: Cases Studies and other assignments will be provided by the concerned faculty in the class.

Suggested Readings:

1. Neeta Tapan, Micro credit, Self-Help Groups (SHGs) and Women Empowerment; New Century Publications, New Delhi, India
2. Padmaja Mishra, Alok Ranjan Behara, Financial Inclusion, Inclusive Growth and the Poor; New Century Publications, New Delhi, India
3. Karmakar K.G., Banerjee G.D., Mohapatra N.P, Towards Financial Inclusion in India; SAGE Publications India Pvt Ltd, New Delhi
4. S. L Shetty, Microfinance in India; Academic foundation, New Delhi
5. Anil Kumar Thakur and Praveen Sharma, Micro Credit and Rural Development, Deep and Deep Publications Pvt. LTD



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Managerial Economics

Course Code: MBA (FM)17105DCE
MBA (FM) 1st Semester
Credits: 3

Cont. Assessment-I: 25
Term End Exam: 50
Min. Pass Marks: 40%

Course Objective: - *The objective of this course is to acquaint the students with economic concepts and techniques and enable them to apply this knowledge in business decision making. Emphasis is given to changes in the nature to business firms in the context of globalization.*

Unit-I

Managerial Economics - Concept and Techniques, Nature of Business Decision making, Utility Analysis. Demand Analysis. Elasticity of Demands – Types and measurement. Demand Forecasting; Elements of Demand Forecasting.

Unit-II

Production and Cost – The production function; production with one variable and two variable inputs, Economics of Scale; Estimating the production, Market Structure – Perfect competition. Monopoly, Monopolistic Competition, Oligopoly.

Unit-III

Macro Economics – concept. GNP and GDP – Determinants of National income. Business Cycle- Nature and Phases. Inflation- phases of inflation and control.

Note: *The list of cases and specific references will be announced by the concerned faculty in the class at the time of launching of the course.*

Suggested Reading:-

1. *Business Economic /Adhikary Excel Books, New Delhi.*
2. *Economic Theory & Operations Analysis/ Baumol WJ Prentice Hall Inc., New Delhi.*
3. *Managerial Economics/ Choptra, TATA McGraw Hill, New Delhi.*
4. *Managerial Economics/ Keat, Paul G. And Philips K.Y. Young Prentice Hall, New Jersey.*
5. *Modern Micro Economics/ Koutsoyiannis Macmillan, New York.*



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Computer Applications in Management

Course Code: MBA (FM)17106DCE
MBA (FM) 1st Semester
Credits: 3

Cont. Assessment-I: 25
Term End Exam: 50
Min. Pass Marks: 40%

Course Objectives: - This course aims at making students conversant with the basic concepts of computers, various input, output, and storage devices, softwares and operating systems and MS-office.

Unit-I

- Introduction to computers, Block Diagram of Computer, Advantages and Disadvantages of computers
- Evolution (Generations) and classification of computers (super, mainframe, Mini, Micro etc)
- Common I/O devices and their characteristics.
- Primary and secondary memory: RAM and ROM, Hard Disk, Magnetic Tape and Optical devices.

Unit-II

- Computer software: Classification and Types.
- Generations of computer Languages Operating System: Functions, types-Multiprogramming, Multiprocessing, Timesharing, Real time, Online and Batch Systems.
- Booting process

Unit-III

- Windows Basics: The Desktop, My Computer, Working with files and Folders.
- Windows Explorer, Windows Help and Support centre.
- Searching in Windows and System utilities.
- Start Menu, Accessories like Notepad, Paint and WordPad.

Note:-Practical work and other assignments will be provided by the concerned faculty in the class.

Suggested Readings:

1. ITLES ,”Introduction to Information Technology”, Pearson Education.
2. Peter Norton ,”Introduction to Computers”, PHI.
3. Sanders M, “Computers in Business: An introduction” Mcgraw Hill



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Business Communication

Course Code: MBA (FM)17107DCE
MBA (FM) 1st Semester
Credits: 3

Cont. Assessment-I: 25
Term End Exam: 50
Min. Pass Marks: 40%

Course Objective: The objective of this paper is to equip the students with Business Communication Skills to enable them to effectively communicate and present the technical report/presentations.

UNIT – I: Introduction

Communication in Business, the process of communication, models of communication, principles of communication, barriers of communication, Strategies for overcoming Barriers.

UNIT–II: Channels of Communication

Channel effectiveness, Channel limitations. Media of communication, approaches to effective communication, Essentials of non verbal communication, types: kinesics, proxemics, paralanguage, time language, color, report writing organization and techniques, Short & Long Formal Reports.

UNIT–III: Group Communication

Group communication through committees, conference and other formal communication with public at large, interviews, seminar, symposia and conferences. Specific business communication: essentials of effective business communication .structure of business correspondence: inquires and replies, orders and their executions, complaints and adjustment, credit and status inquires, agency letters and sales letters.

Note:-Case studies and other assignment will be provided by the concerned faculty in the class.

Suggested Readings:

1. Lesikar, Petit & Lesikar's, Basic Business, Tata McGraw
2. Poe & Fruchling, Basic Communication, AITBS
3. Diwan & Aggarwal Business Communication Excel
4. Baugh, Frayer & Thomas, How to write first class Business Correspondence, Viva Books



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Productions and Operations Management

Course Code: MBA(FM)17205DCE
MBA (FM) 2nd Semester
Credits: 3

Cont. Assessment-1: 25
Term End Exam: 50
Min. Pass Marks: 40%

Objective: The course is designed to acquaint the students with decision making in Planning, scheduling and control of Production and Operations function, productivity improvement in operations through layout engineering and quality management etc.; effective and efficient flow, replenishment and control of materials with reference to both manufacturing and services organizations.

Unit-I

Production and Operations Management- an overview; Nature and scope of Production/ Operations Management; Historical perspective of Operations Management; Operations as a System:- Continuous and Intermittent production system, flow, batch and job type of production; Operations strategy and elements of operations strategy; Facility location: Factors affecting plant location, Brown and Gibson Model of plant location

Unit-II

Manufacturing systems and layouts: Product, Process and cellular layouts, layout planning and Analysis; Production Process Planning and Design: factors affecting process design; Concept of Line Balancing; Production Planning and Control – An overview; types of Production Planning and Control; Aggregate planning:- Concept, strategies and costs

Unit-III

Master Production Scheduling (MPS): objectives and procedure for developing master production schedule; Materials Management: An overview; Basic concepts of Material Handling; Material Planning and Inventory Control; Inventory Control: Costs and objectives; Inventory control techniques; ABC Analysis: Just in Time (JIT); Materials Requirement Planning (MRP); Economic Order Quantity Model (E.O.Q with deterministic Demand) and practical problems on EOQ.

Note:-The list of cases and specific references will be announced by the concerned faculty in the class at the time of launching of the course.

Suggested Readings:

1. Adam,E.E.& Ebert,RJ. Production and Operations Management. 6th ed., New Delhi, Prentice Hall of India
2. Amrine Harold T. etc. Manufacturing Organizations and Management. Englewood Cliffs, New Jersey, Prentice Hall Inc.
3. Buffa, E.S. Modern Production Management, New York, John Wiley
4. Chary, S.N. Production and Operations Management, New Delhi, Tata McGraw Hill
5. Dobler, Donald W and Lee, Lamar. Purchasing and Materials Management. New York, McGraw Hill



The Business School, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from July, 2015

Research Methodology

Course Code: MBA(FM)15205-DCE
MBA (FM) 2nd Semester
Credits: 3

Cont. Assessment: 15
Term End Exam: 60
Min. Pass Marks: 40%

Objective: The objective of the course is to make the students familiar with some basics research techniques.

Unit-I:

Research Methodology - Epistemology Nature and Scope, Scientific Research, Building Blocks, Concepts, Construct, Parsimony, variables, attributes, validity concept, theory building in research, Research Process, Marketing research, value and cost of information – Bayesian Decision Theory, Ethical issues in Marketing Research.

Unit-II:

Research Design – types – Exploratory, Descriptive and Casual, Experimental Design-Concept and types, Experimentation –Validity Measurement and Scaling – Comparative and Non-Comparative Thurston's V-Scale Model, OS good's Semitic differential scale, Likert scale, Q-sort scale.

Unit III:

Data Source- Primary, Secondary Questionnaire – Concept, design and types , Sampling Techniques- probability and non-probability, sample size, Sampling Errors. Hypothesis Formulation & Testing - Parametric tests- one sample and two sample tests for means and properties of large samples Z –Test, T-Tests, ANOVA one way and two way. Chi- Square test for independence of attributes and goodness of fit. Kolmogrov – Smirnow test and goodness of fit, Correlation and regression Analysis concept and application-Application of SPSS package.

Note:-Case studies and other assignments will be provided by the concerned faculty in the class.

Suggested Readings:

1. Withian G.Zikmund Business Research Methods, CENGAGE Learning.
2. Mark Saunders, Philp Lewis and Adrian Thorn Hill- Research Methods For Business students, Pearson Education.
3. N. Malhotra Marketing Research.
4. Pal Green-Marketing Research, Mac- Graw Hill.
5. Levin Robin Statistics for Management Practices Hall India.



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Public Administration

Course Code: MBA(FM)17207DCE
MBA (FM) 2nd Semester
Credits: 3

Cont. Assessment-I: 25
Term End Exam: 50
Min. Pass Marks: 40%

Course Objectives: - The Key objective of this course is to acquaint the students with planning, executions, monitoring and controlling of activities in the public administration to train them in public administration decisions. The candidates are also expected to appreciate the role public servants play in the welfare and development of public and nation building.

Unit I

Public Administration- Evolution and significance; Wilson's vision of Public Administration; Weber's bureaucratic model and post-Weberian Developments; Participative Management (R. Likert, C. Argyris, D. McGregor); Riggsian models; Evolution of Indian Administration: Kautilya's Arthashastra; Mughal administration; Legacy of British rule in politics and administration; Good Governance, Impact of liberalisation on administration in developing countries.

Unit II

Administrative Law, Delegated legislation; Administrative Tribunals; Right to Information; Development administration; 'Antidevelopment thesis'; Bureaucracy, democracy and development; Models of policy-making; State theories and public policy formulation; Public borrowings and public debt; Budgets – types and forms; Budgetary process; Financial accountability; Parliamentary control of public expenditure; Role of Controller General of Accounts and Comptroller and Auditor General of India.

Unit III

Union Government and Administration (Indian): Executive, Parliament, Judiciary-Functions; Cabinet Secretariat; Prime Minister's Office; Central Secretariat; Ministries and Departments; Boards; Planning Commission, National Development Council; Process of plan formulation at Union and State levels; Union-State administrative, legislative and financial relations; Finance Commission; State administration and District Administration-structure; Civil Services;

Note:-Case Studies and other assignments will be provided by the concerned faculty in the class.

Suggested Readings:

1. Avasthi A. 1980. Central Administration: Tata Mc graw Hill: New Delhi.
2. Basu, D. D. 2004. Introduction to the Constitution of India; Prentice Hall: New Delhi
3. Khera, S.S. 1975. The Central Executive: Orient Longman: New Delhi.
4. Singh Hoshier and Singh Mohinder, 1989. Public Administration in India: Theory and Practice;
5. Sterling Publishers Private Ltd., New Delhi.
6. A.R. Tyagi 1962 Public Administration, Atma Ram, Original from the University of Michigan



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Corporate Valuation and Restructuring

Course Code: MBA (FM)17403CR
MBA (FM) 4th Semester
Credits: 4

Cont. Assessment-I: 25
Cont. Assessment-II: 25
Term End Exam: 50
Min. Pass Marks: 40%

Course Objectives: - The main objective of this course is to develop an understanding of the significance of various Financial Management decision areas like, capital structure decision, dividend policy, and mergers & acquisitions in the maximization of shareowners wealth and application of analytical techniques to evaluate these decisions based on the philosophy of creating superior value.

Unit – I

Corporate Valuation Concept of Corporate Valuation: Methods of measuring corporate value: Adjusted book value approach, stock & debt approach, direct comparison approach, discounted cash flows approach.

Unit – II

Value Based Management Marrakon approach, AI-Car approach, McKinsey approach, economic value added approach, BCG approach

Unit – III

Mergers and Acquisitions Types of combinations, reasons for mergers. Costs & benefits of mergers. Valuing the target company. Exchange ratio & form of compensation. Regulations for takeovers & mergers. Defensive strategies, signs of takeovers. Leveraged buyouts.

Unit – IV

Corporate Re-structuring & Divestiture Reasons for corporate restructuring; dynamics of restructuring; financial restructuring, organizational restructuring, divestitures and joint ventures.

Note:- Cases Studies and other assignments will be provided by the concerned faculty in the class.

Suggested Reading:

1. James, Van Horne, “Financial management policy”, Pearson Education, New Delhi
2. Arnold G. “Corporate Finance”, Pearson Education, New Delhi.
3. Keown A.J. “Financial Management” Prentice Hall Of India
4. Pandey I.M., “Financial Management” Vikas Publishing House Pvt. Ltd.
5. Khan and Jain, “Financial Management” Tata Mcgraw Hill.



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Corporate Accounting and Reporting

Course Code: MBA (FM)17005GE
MBA (FM) 3rd Semester
Credits: 2

Term End Exam: 50
Min. Pass Marks: 40%

Course Instructor: Dr. Bashir Ahmad Joo

Course Objective: To familiarize students with basic aspects of corporate accounting and reporting.

Unit: I

Formation of a Company: Incorporation of a company; Meaning and types of company; Share and share capital- meaning, nature and types; *Accounting for share capital*-issue and allotment of equity and preference shares, private placement and public subscription of share capital, over subscription and under subscription, issue at par, premium and at discount, calls in advance, calls in arrears, interest on calls in advance and arrears, issue of shares for consideration other than cash; *Forfeiture of share*- accounting treatment, reissue of forfeited shares; Disclosure of share capital in company's balance sheet.

Unit: II

Issue of Debentures:-Meaning and types of debentures, issue of debentures at par, at premium, and at discount, issue of debentures for consideration other than cash, issue of debenture as a collateral security; *Redemption of debentures*: meaning, sources of funds for redemption of debentures; Methods of Redemption of Debentures: in lump sum at the end of stipulated period, by draw of lots, by purchasing in the open market, by conversion into new debentures or shares; Disclosure of debentures in company's balance sheet.

Note: - This paper shall have 60% numerical and 40% theoretical questions.

Suggested Reading:

1. Tulsain, P.C. , *Accountancy Part II*, RatnaSagar P. Ltd. New Delhi.
2. Narang, K.L. and Jain S. P., *Advanced Accounting*, Kalyani Publishers, New Delhi.
3. Earl, K. Stice and James D. Stice, *Financial Accounting: Reporting and Analysis*, Thomson, New Delhi.



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Financial Derivatives

Course Code: MBA(FM)17003GE

MBA (FM) 2nd Semester

Credits: 2

Term End Exam: 50

Min. Pass Marks: 40%

Course Instructor: Dr. Khursheed Ali

Course Objectives: The objective of the paper is to develop a thorough understanding of Derivatives markets and to enhance the level of knowledge of the students so as to enable them to understand the mechanism of derivatives markets.

Unit – I

Financial Derivatives: Introduction and historical background. Characteristics and scope. Functions of derivatives, Factors affecting the growth of derivatives. Participants in derivatives markets, Risks involved in derivatives markets and their management. Forwards and Futures: Forwards- Meaning and definition, Characteristics of forwards. Futures-Meaning and definition, characteristics of futures. Distinction between forwards and futures. Stock futures and its application, Index futures and its application. Eligibility criteria for stocks and indices. Hedging, Arbitrage and speculation through futures. Trading mechanism, Transaction charges, clearing mechanism, settlement mechanism, margin system and risk management system.

Unit – II

Options Contracts: Meaning and definition, characteristics of options, classification of options- Call option and put option. American and European options. Options strategies. Factors determining option pricing. Eligibility criteria for stocks and indices. Settlement mechanism, Transaction charges, clearing mechanism, settlement mechanism, margin system and risk management system.

Note:-Case Studies and other assignments will be provided by the concerned faculty in the class.

Suggested Readings:

1. S. S. S. Kumar: Financial Derivatives, PHI.
2. Vohra & Chand: Futures and Options, Tata McGraw Hill.
3. V. K. Bhalla: Investment Management, Tata McGraw Hill.
4. Khatri and Others: Security Analysis & Portfolio Management.



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Insurance Management

Course Code: MBA(FM)17001GE
MBA (FM) 1st Semester
Credits: 2

Term End Exam:50
Min. Pass Marks: 40%

Course Instructor: Mr. Irshad Ahmad Malik

Objective: The objective of the course is to familiarize the students with the various concepts and products of insurance sector.

Unit – I

Nature, purpose and need of insurance. Functions of insurance. The concept of risk - Kinds and classification of risks - Assessment - Transfer. Recent developments in insurance—Malhotra committee recommendations. Role and functions of IRDA. Basic principles of Insurance - Utmost Good faith - Insurable Interest - Material facts - Indemnity – Proximate Cause. Economic principles of Insurance - Sharing - Subrogation - Contribution; Insurance company operations; rate making; underwriting; production; claims management

Unit – II

Plans of Life Insurance - Basic elements - Some popular plans (Limited payment plan, participating policies, convertible plans, joint life policies, Children's' plans, educational annuity plans, variable Insurance plans, riders for the Handicapped, Miscellaneous.

Annuities - Nature of annuities, types. Group Insurance - Nature of Group Insurance - Types - Group gratuity schemes. IRDA Regulations on Management of Life Insurance Services/products.

General Insurance forms - Proposal of Insurance - Cover notes - Motor Vehicle Coverage - Fire & Marine Policies and Coverage - Standard policies - Reinstatement value policies - Declaration policy - Floating policy. Policy document in General Insurance. IRDA Regulations on Management of General Insurance Services/products.

Note:-Case Studies and other assignments will be provided by the concerned faculty in the class.

Suggested Readings:

Majumdar, P.I and Diwan, M.G, Principles of Insurance, Insurance Institute of India, Mumbai.

Pai, V.A and Diwan, M.G , Practice of General Insurance Insurance Institute of India, Mumbai.

Pai, V.A and Diwan, M.G , Practice of Life Insurance, Insurance Institute of India, Mumbai.

Sharma,R.S, Insurance: Principles and Practice, Vohra Publications, New Delhi



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Macro Economics

Course Code: MBA(FM)17008GE

MBA (FM) 4th Semester

Credits: 2

Term End Exam: 50

Min. Pass Marks: 40%

Course Instructor: Dr. Khursheed Ali

Course Objectives: - The objective of the paper is to enhance the level of knowledge of the students so as to enable them in the application of tools and techniques of macroeconomic Theory & Policy in business decision making

Unit – I

Concepts of Macroeconomics. Monetary Standards - Gold and Paper Standards. Value of Money- Measurement and its Standards, Index Numbers - Classification, Construction and difficulties in construction and its Significance.

Unit – II

National Income - Concept and Methods of estimation and deflation. Monetary Policy- Tools of monetary policy, Targets and effectiveness, Fiscal Policy- Instruments and application. Integration of fiscal and monetary policy.

Note:- Cases Studies and other assignments will be provided by the concerned faculty in the class.

Suggested Readings:

1. R. R. Paul: Monetary Economics, Himaliya Publishing House,
2. D. M. Mithani: Money, Banking, International Trade and Public Finance, Himaliya Publishing House.
3. Gibson Williams: Macro-Economic Theory and Policy, Tata McGraw Hills.
4. Raj Kumar: Managerial Economics, UDH Publishers and Distributors Limited.
5. M. L. Jhingan and J. K. Stephenson, Vrinda Publications (Pvt) Ltd



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Micro Finance

Course Code: MBA(FM)17409DCE
MBA (FM) 4th Semester
Credits: 3

Cont. Assessment-I: 25
Term End Exam: 50
Min. Pass Marks: 40%

Course Objectives: The objective of the paper is to make the students understand the basic principles on which microfinance is organized and to make students realize likely impact of microfinance principles on MFIs.

Unit – I

Concept of Micro finance, its origin and history. Programmes of Micro finance: Grameen Bank, SHG-Bank Linkage programme of NABARD, SEWA Bank programme, SIDIBI Foundation for Microcredit, Microfinance programme of ICICI Bank. Working Microfinance models in India: Bank-SHG members, Bank-Facilitating Agency-SHG Members, Bank-NGO-MFI-SHG members.

Unit – II

Micro-credit: An outline, Microcredit and rural development, Microcredit schemes in India, SGSY, NRLM, others. Concept of Micro insurance. Demand for Micro insurance: Importance, Current coping strategies for the poor: Strengths, weaknesses and opportunities for Micro insurance. Micro insurance in India.

Unit – III

Concept of Financial Inclusion. Status of Financial Inclusion in India. Institutional changes required for financial Inclusion. Role of savings on financial inclusion. Financial inclusion in tribal areas. Financial inclusion of SC/ST and weaker sections of society. Models of financial inclusion: Branch banking model, Microfinance model, Business corresponding model, ICT Based model (technology based).

Note: Cases Studies and other assignments will be provided by the concerned faculty in the class.

Suggested Readings:

1. Neeta Tapan, Micro credit, Self-Help Groups (SHGs) and Women Empowerment; New Century Publications, New Delhi, India
2. Padmaja Mishra, Alok Ranjan Behara, Financial Inclusion, Inclusive Growth and the Poor; New Century Publications, New Delhi, India
3. Karmakar K.G., Banerjee G.D., Mohapatra N.P, Towards Financial Inclusion in India; SAGE Publications India Pvt Ltd, New Delhi
4. S. L Shetty, Microfinance in India; Academic foundation, New Delhi
5. Anil Kumar Thakur and Praveen Sharma, Micro Credit and Rural Development, Deep and Deep Publications Pvt. LTD



The Business School, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from July, 2015

Islamic Finance

Course Code: MBA-(FM)-15209-GE
MBA (FM) 2nd Semester
Credits: 3

Cont. Assessment: 15
Term End Exam: 60
Min. Pass Marks: 40%

Course Instructor : Mr. Irshad Ahmad Malik

Objective: The Objective of the course is to enable the students to Understand the basic rules and values underlying Islamic finance and to Learn about the full range of current Islamic products used in Islamic banking, capital markets and insurance.

Unit-I

Introduction of Islamic Finance: Basis of Islamic Finance: The *Shariah*, Main Prohibitions in Islamic Finance (*Riba*, *Gharar* and *Maisir/Qimar*), Contracts (*'Aqd*) and Promises (*Wa'd*) Practical Implications of these Prohibitions Prohibition of Short-Selling, Conventional Insurances, and Financial Derivatives and *Shariah* Boards

The Global Islamic Financial Industry: A Worldwide Growing Industry: History and Development, Islamic Banking, Islamic Insurances (Takaful), Islamic Capital Market, Main Markets and Institutions: IIFM, AAOIFI, IFSB, LMC, IDB, etc. Global Market Trends.

Unit-II

Basic Financial Modes Used by Islamic Banks: Fixed Income versus Profit-Loss Sharing (PLS) Modes of Finance, *Murabaha* and *Murabaha-to-Purchase-Ordered* (MPO), *Tawarroq* and Prohibition by Islamic Scholars *Mudaraba*, *Musharaka*, *Ijarah* and *Ijarah-wal-Iqtina*, *Salam*, *Istisna*.

Unit – III

Sukuk (Islamic Bonds): Basic Structure of Securitization, Islamic Sukuk versus conventional bonds, *Mudaraba* Sukuk, *Musharaka* Sukuk, *Ijarah* Sukuk, *Murabaha* Sukuk, *Salam* Sukuk, *Istisna* Sukuk, Standards of Islamic Sukuk.

Takaful (Islamic Insurance): What is Islamic Takaful?, Comparison between Conventional Versus Islamic Insurances, Types of Takaful: Pure *Wakala*, Pure *Mudaraba* and Combined *Wakala* and *Mudaraba* Model Underwriting Surplus in Islamic Takaful, Reinsurance and *Retakaful*, Use of Takaful Products for Hedging Purposes.

Note:-Case Studies and other assignments will be provided by the concerned faculty in the class

Suggested Readings:

Muhammad Nejatullah Siddiqi, Banking without Interest, Markazi Maktaba Islami Publishers.
Muhammad Ayub, Understanding Islamic Finance, John Wiley & Sons.
Malik Adil Ameen, Islamic Finance and products, Himaliya Publishing House.



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Micro Economics

Course Code: MBA(FM)17002GE

MBA (FM) 1st Semester

Credits: 2

Term End Exam: 50

Min. Pass Marks: 40%

Course Instructor: Dr. Khursheed Ali

Objective: The objective of this course is to acquaint the students with economic concepts and techniques and enable them to apply this knowledge in business decision making. Emphasis is given to changes in the nature to business firms in the context of globalization.

Unit-I Demand Analysis- Concept and Determinants of Demand, Law of Demand, Elasticity of Demand, Measurement and application of Elasticity of Demand. Supply Analysis- Concept and Determinants of Supply, Law of Supply, Elasticity of Supply, Measurement and Application of Elasticity of Supply.

Unit-II

Market Structures: Short-run and long- run price output determination under perfect competition, Monopoly, Monopolistic Competition. Oligopoly- Cournot and Swazy Model.

Note: - Cases Studies and other assignments will be provided by the concerned faculty in the class.

Suggested Reading:

1. Business Economics / Adhikary Excel Books, New Delhi.
2. Economic Theory & Operations Analysis/ Baumol WJ Prentice Hall Inc., New Delhi.
3. Managerial Economics/ Choptra, TATA McGraw Hill, New Delhi.
4. Managerial Economics/ Keat, Paul G. And Philips K.Y. Young Prentice Hall, New Jersey.
5. Modern Micro Economics/ Koutsoyiannis Macmillan, New York.



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Indian Financial System

Course Code: MBA (FM)17303CR
MBA (FM) 3rd Semester
Credits: 4

Cont. Assessment-I: 25
Cont. Assessment-II: 25
Term End Exam: 50
Min. Pass Marks: 40%

Objectives: - This Course aims at making students conversant with the latest conceptual understanding about various aspects of a financial system with particular reference to Indian Financial System and to grasp mechanics of various financial instruments, financial services and institutions.

Unit - I

Financial Systems: Significance, Functions and structure of financial system, Indian financial system, Financial Dualism. Financial instruments: Debentures, Shares, ADRs, GDRs and ECBs. Derivative trading – Futures & options contracts

Unit - II

Money Market: Meaning and Functions, Constituents of Money Market: Call Money Market, Treasury Bill Market, Certificate of Deposit Market, Commercial Bills Market and Commercial Paper Market. Method of Auction of Treasury bills, RBI's Negotiated Dealing System, CCIL and its role as inter-bank market maker, FIMMDA and its role in money market.

Unit – III

Capital Market : Concept; Structure and Functions of Capital Market; Primary Market its role & Functions, Methods of selling securities in Primary Market, SEBI Guidelines for different types of issues, procedures for Pricing of new issues, Appointment & role of Merchant Bankers, Underwriters, Lead Managers, Brokers, Bankers & Registrars. Allotment of shares, Secondary Market – Role & Organisation of stock exchanges. Types of stock exchanges. Listing & De-listing of securities. Screen based Trading System and Settlement.

Unit – IV

Financial Institutions: Commercial Banks: Functions and management. Reserve Bank of India – Role & Functions. Development Financial Institutions: Types, Role, functions, Non-Banking Financial Companies (NBFCs) : Concept, Types, Role and functions, RRBs : Role & Functions.

Note: - Cases Studies and other assignments will be provided by the concerned faculty in the class.

Suggested Readings:

1. Pathak, Bharti V. The Indian Financial System, 2nd Edition; Pearson Education, India
2. Khan, M. Y. Indian Financial System; Tata McGraw Hill New Delhi
3. Bhole, L. M. Indian Financial System; Tata McGraw Hill New Delhi
4. Bhole, L. M. Financial Institutions & Markets Structure, Growth & Innovations; Tata McGraw Hill New Delhi
5. Varshney, P.N. Indian Financial System Sultan Chand & Sons, New Delhi



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Macro-Economic Policy and Analysis

Course Code: MBA (FM)17402CR

MBA (FM) 4th Semester

Credits: 4

Cont. Assessment-I: 25

Cont. Assessment-II: 25

Term End Exam: 50

Min. Pass Marks: 40%

Course Objectives: - The objective of the paper is to enhance the level of knowledge of the students so as to enable them in the application of tools and techniques of macroeconomic Theory & Policy in business decision making

Unit – I

Concepts of Macroeconomics. Monetary Standards - Gold and Paper Standards. Value of Money- Measurement and its Standards, Index Numbers - Classification, Construction and difficulties in construction and its Significance.

Unit – II

National Income - Concept and Methods of estimation and deflation. Monetary Policy- Tools of monetary policy, Targets and effectiveness, Fiscal Policy- Instruments and application. Integration of fiscal and monetary policy.

Unit – III

Demand for Money- Constituents and determinants. Supply of Money: Concept, Constituents and determinants. Velocity of Money- Determinants and factors influencing Velocity, Theories of Velocity of Money. Money multiplier, Quantity theory of Money- Fisher's approach and Cambridge Cash balance approach.

Unit – IV

Saving Function- Meaning and determinants. The Paradox of Thrift. Consumption Function- Meaning, technical attributes, determinants, significance. Measures to raise propensity to consume. Investment Function- Concept of capital and investment. Classification and determinants. Investment multiplier. MEI and MEC. Measures to stimulate investment.

Note:- Cases Studies and other assignments will be provided by the concerned faculty in the class.

Suggested Readings:

1. R. R. Paul: Monetary Economics, Himaliya Publishing House,
2. D. M. Mithani: Money, Banking, International Trade and Public Finance, Himaliya Publishing House.
3. Gibson Williams: Macro-Economic Theory and Policy, Tata McGraw Hills.
4. Raj Kumar: Managerial Economics, UDH Publishers and Distributors Limited.
5. M. L. Jhingan and J. K. Stephenson, Vrinda Publications (Pvt) Ltd.



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Quantitative Methods

Course Code: MBA (FM)17103CR
MBA (FM) 1st Semester
Credits: 4

Cont. Assessment-I: 25
Cont. Assessment-II: 25
Term End Exam: 50
Min. Pass Marks: 40%

Course Objectives: - The objective of the course is to make the students familiar with some basic mathematical, statistical and operations research techniques. The main focus, however, is in their applications in business decision making.

Unit I

Mathematical basis of Managerial decisions - An overview; Nature and Scope of Quantitative methods in management; Scientific approach to Quantitative techniques; Functions and their managerial application (linear & quadratic functions); Concept of Derivative of functions and its managerial applications for finding maxima and minima (functions of single variable only); Game Theory: Zero sum games – Pure and mixed strategies (matrices reducible to 2×2)

Unit II

Basic concepts of Probability, Applications of addition rule and multiplication rule of probability- simple situation problems; Numerical problems on Bayes' theorem- the special case of multiplication rule; Elementary characteristics and simple situation applications of discrete and continuous probability distribution:- Binomial, Poisson and Normal probability Distribution only; Queuing theory: Elementary characteristics and simple situation applications

Unit III

Linear Programming: Concept and formulation/ structuring of Linear programming problems; Graphical Method to Linear programming problems (Maximization and Minimization cases), Simplex method to linear programming problems, Big M method; Transportation problem: Initial basic feasible solution methods, Modified approximation method for finding optimal solutions to transportation problems; Introductory concepts in Assignment problems – Hungarian assignment method for optimal assignment.

Unit IV

Introductory concepts in network analysis: Programme Evaluation and Review Technique (PERT) / Critical Path Method (CPM) and their managerial applications; Computations in PERT networks- finding earliest times, latest times and floats for events and activities; Probability considerations in PERT networks; Elementary PERT/ CPM – Cost Analysis, Time-cost tradeoff in network analysis; Decision theory: criteria for managerial decisions under uncertain and probabilistic kinds of decision making environments; Calculation of EMV and EVPI.

Note:-Cases Studies and other assignments will be provided by the concerned faculty in the class.

Suggested Readings:

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|--|----------------------------|
| 1 Quantitative techniques in Management/Vohra, N.D., | Tata McGrawHill, New Delhi |
| 2 Mathematics for Management/ Ragavachari, M. | Tata McGrawHill, New Delhi |
| 3 Business Statistics/Gupta, SP and Gupta, MP | Sultan Chand, New Delhi |
| 4 Basic Statistics for Business & Economics/Kazmier L.J & Pohl, NF | McGrawHill, New York |
| 5 Statistics for Management/Levin Richard I & RubinDavid | Prentice Hall Inc |



Department of Management Studies, University of Kashmir

MBA(FM) Choice Based Credit System Syllabus Effective from 2017

Human Resource Management

Course Code: MBA(FM)17201CR
MBA (FM) 2nd Semester
Credits: 4

Cont. Assessment-I: 25
Cont. Assessment-II: 25
Term End Exam: 50
Min. Pass Marks: 40%

Objective: The basic objective of this course is to help the students to acquire and develop decision making skills in relation to managing people in organizations and to create an understanding of the various policies and practices of human resource management.

Unit -I

Human Resource Management. - Nature, Philosophy, significance and core values of HRM, Evolution of HRM; Challenges facing HRM and impact of technology on HRM practices. Role of HR managers. The qualities of good HR managers and determining personal effectiveness & sense of efficacy. who am I exercise.

Unit-II

Human Resource Planning-Concept and process. Job Analysis, methods and purpose of job analysis- job description, job specification and job evaluation. Recruitment Search-process, sources and methods of recruitment. Selection Process. Placement, induction, internal mobility and separations.

Unit-III

Performance Appraisal System(PAS)-Concept, objectives and uses of PAS. PAS Methods and sources. Appraisal errors. Discipline and grievance handling Mechanism. Industrial relations, Causes for good and poor industrial relations.

Unit-IV

Manpower Training and Development – Concept, objectives and significance. Determination of training needs. Methods for operatives training and management development programmes. Stages of Training programmes. Evaluation of effectiveness of training programmes.

Note:- The case studies/ presentations will be announced by the course instructor during the semester.

Suggested Readings:

1. E. Schuster Human Resource Management ,Concept ,Cases And Readings ,PHI
2. GargDessler , Human Resource Management, Pearson Education ,13th Edition
3. UdaiPareek ,Training Instruments In Hrd And Od ,Tata Mac Graw Hill 2nd Edition
4. M.S. Saiyadian , Human Resource Management, Tata Mac Graw Hill 3rd Edition
5. Shell/Bohlander , Human Resource Management, Cengage Learning