

**MANGALORE UNIVERSITY**  
**Dept. of Studies and Research in Commerce**

**CHOICE BASED CREDIT SYSTEM**

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

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

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

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

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

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

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

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

|        |                                 |    |   |   |   |   |    |    |     |   |
|--------|---------------------------------|----|---|---|---|---|----|----|-----|---|
| CRS406 | Employee Training & Development | SC | 3 | 1 | - | 4 | 30 | 70 | 100 | 3 |
|--------|---------------------------------|----|---|---|---|---|----|----|-----|---|

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**References:**

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