



RKDF UNIVERSITY, RANCHI

MASTER OF COMMERCE (MCom)

THE COURSE PLANNER

“He who every morning plans the transaction of the day and follows out that plan, carries a thread that will guide him through the maze of the most busy life. But where no plan is laid, where the disposal of time is surrendered merely to the chance of incidence, chaos will soon reign.”

- Victor Hugo

The MCom Program is a graduate program aimed at providing in-depth understanding to students in technical, human and conceptual business, accounting and financial skills necessary for a successful career. Semester - I to IV of the Program introduces the students to the world of commerce and business processes through the subjects of concern.

- 56 Sessions of Classroom Instruction
- Around 5 (five) Case studies
- One Project in each course
- One Reading Seminar in each course

The various components of a course is prepared in a cohesive manner and the same is explained to the students at the beginning of the course such as pace of time, session-wise coverage including tutorials, case studies and projects with various levels of treatment, reading seminars, home tasks, components of evaluation and their frequency, duration, tentative schedule, relative weightage of various components, etc.

Scheme

The structure of the course will comprise five papers in each semester.



RKDF UNIVERSITY, RANCHI

MASTER OF COMMERCE (MCom)

First Semester

SN	Subject Code	Subject Name	Marks Distribution					
			Assignment Marks		Theory Marks		Total Marks	
			Max	Min	Max	Min	Max	Min
1	PMC101	Management Concepts & Practices	30	10	70	25	100	35
2	PMC102	Organizational Behaviour	30	10	70	25	100	35
3	PMC103	Managerial Economics	30	10	70	25	100	35
4	PMC104	Business Statistics	30	10	70	25	100	35
5	PMC105	Business Communication - I	30	10	70	25	100	35



RKDF UNIVERSITY, RANCHI

MASTER OF COMMERCE (MCom)

Management Concepts

Program : MCom	Semester : I
Class of : 2019 - 2021	Credits : 4
Course Code : PMC101	Sessions : 56
Course Title	Management Concepts

Objective: To make students develop basic conceptual knowledge in the field of management.

Unit I

Introduction: Concept of Management, Scope and Nature of Management, Approaches to Management, Human Relation, Behavioural and System approach.

Unit II

Planning: Concept of Planning, Objectives and components of Planning, Nature and Process of Planning, determination of Objectives. Management by objectives, Management by Exception, Concepts, Nature and Process of decision-making. Theories of decision-making.

Unit III

Organization : Concept, objectives and element of organization, process and principles of organization. Organization Structure and Charts, Span of Management, Delegation of Authority, Centralization and Decentralization.

Unit IV

Direction : Concept, Nature, Scope, Principles and Techniques of Direction.

Communication : concept, Process. Channel and Media of Communication. Barriers to effective communication, Building effective communication system.

Unit V

Control : Concept, objectives, nature and process of control. levels and areas of control. Various control techniques. Z-Theory of Management. Management Education in India: Objectives, Present position and difficulties

Suggested Readings:

1. Understanding Organization - Shukla



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MASTER OF COMMERCE (MCom)

Organizational Behaviour

Program : MCom	Semester : I
Class of : 2019 - 2021	Credits : 4
Course Code : PMC102	Sessions : 56
Course Title	Organizational Behaviour

Objective: To make students develop conceptual knowledge in the field of organizational behaviour.

Unit I

Organization: Concept, Types and significance, Organization Goal and its determinants.

Organization Behaviour : Concept, Nature and Significance, Organizational Behaviour models.

Unit II

Personality : Concept, Theories, Determinants and importance,

Perception : Concept, Process and Theories,

Learning : Concept, Components, affecting factors and theories.

Unit III

Motivation : Meaning, types and important elements, Theories of Motivation,

Attitudes and Values : Concept, factors, significance and Theories

Unit IV

Interpersonal Behaviour : Nature, Transactional Analysis, Concept of Group, Theories of group formation, Group cohesiveness, Power and Authority.

Unit V

Organizational Conflicts : Causes and suggestions. Developing sound Organizational Climate, Management of Change, Concept and Process of Organizational Development.

Suggested Readings :

1. L.M. Prasad - Organizational Behavior
2. C.V. Gupta - Organizational Behavior
3. G.S. Sudha - Organizational Behavior
4. P.C. Jain - Organizational Behavior
5. Sareen Sandeep - Organizational Behavior
6. Icfai - Organizational Behavior



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MASTER OF COMMERCE (MCom)

Managerial Economics

Program : MCom	Semester : I
Class of : 2019 - 2021	Credits : 4
Course Code : PMC103	Sessions : 56
Course Title	Managerial Economics

Objective: The objective of the course is to acquaint students with the basic principles of micro and macroeconomics for developing the understanding of theory of the firm, markets and the macro environment, which would help them in managerial decision making processes.

Unit I: Meaning, Definition, Nature, Scope and Significance of Managerial Economics: Economic Factors Influencing Decisions, Functions, Role and Responsibilities of Managerial Economics. Principles in Managerial Decision Analysis. Micro and Macro Economics - Definition, Scope, Merits-Demerits, Importance and Uses, Limitations, Paradox of Micro Economics, Distinction between Micro and Macro Economics.

Unit II: Demand and The Firm

Consumer Behaviour: Cardinal and Ordinal Approaches to the Derivation of Demand Function;

Revealed Preference Approach, Theory of Attributes – Demand for Consumables Durables; Firm

Theory: Objectives of the Firm. Aggregate Demand and Aggregate Supply, Modern Aggregate Demand Function, Demand Management, Aggregate Supply and the Price Level.

Unit III: Production and Cost

Production: Law of Variable Proportions, Returns to scale; Production Function: Concept of Productivity and Technology; Producer's Equilibrium – Isoquants, Ridge Lines, Isoclines; Cost

Function – Classification of Costs, Short Run Cost Functions, Relationship between Returns to Scale and Returns to a Factor, Long Run Cost Functions.

Unit IV: Market and Pricing

Market Types and Characteristics of different Market Structures, Price Determination under different market conditions; Price Determination under Perfect Competition, Monopolistic Competition and Oligopoly.

Unit V: Trade Cycles and The Open Economy

Real Business Cycles, Exchange Rate, Trade Balance, Net Saving, Macroeconomic Movements in an Open Economy.

Suggested Readings:

1. Sinha, V. C., Managerial Economics, SBPD
2. Varian, Micro Economic Analysis, Norton.
3. Branson William H., Macro Economic Theory and Policy, First East – West Press.
4. Oliver Blanchard, Micro Economics, Pearson Education, LPE
5. Mankiw N. Gregory, Macro Economics, McMillan Press Ltd.



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MASTER OF COMMERCE (MCom)

Business Statistics

Program : MCom	Semester : I
Class of : 2019 - 2021	Credits : 4
Course Code : PMC104	Sessions : 56
Course Title	Business Statistics

Objective:

The objective of this paper is to equip students with some of the important statistical techniques for managerial decision making and to provide ground for learning advanced analytical tools used in research.

Unit I: Univariate Analysis – An over view of Central Tendency, Dispersion and Skewness - Meaning, Measurement using Karl Pearson. Measure of variation - Range, Quartile, Deviation - Mean & Standard Deviation.

Unit II: Theory of Probability and Probability Distributions: Approaches to calculation of probability. Marginal, joint and conditional probabilities. Probability rules. Bayes' theorem. Expected value and standard deviation of a probability distribution. Standard probability distributions - Binomial, Poisson, Hyper geometric, and Normal.

Unit III: Sampling Distributions and Estimation:

Sampling theory. Sampling methods. Concept of sampling distribution, its expected value and

standard error. Sampling distribution of means and Central Limit Theorem. Sampling distribution of proportions. Types of Estimates - Point and interval estimation.

Unit IV: Hypothesis Testing: General methodology of hypothesis testing – Primary and Secondary hypothesis, techniques of hypothesis testing.

Unit V: Analysis of Variance: F-test of equality of variances. Chi – square test for Independence, Rank correlation test.

Unit VI: Correlation and Regression Analysis: Simple, multiple and partial correlation analysis. Rank correlation. Simple and Multiple linear regression analysis (involving up to three variables). Relation between correlation and Regression Coefficients.

Suggested Readings:

1. Levin, R.I. and D.S. Rubin, Statistics for Management, Prentice-Hall of India.
2. Aczel, Amir D., and Sounderpandian, J., Complete Business Statistics, Tata McGraw Hill.
3. Anderson, Sweeny and Williams, Statistics for Business and Economics, CENGAGE Learning, New Delhi.
4. Kazmeir Leonard J., Business Statistics, Tata McGraw Hill Publishing Company, New Delhi
5. Vohra, N. D., Business Statistics, Tata McGraw Hill Publishing Company, New Delhi
6. Freund, J. E. And F. J. Williams, Elementary Business Statistics – The Modern Approach, Prentice Hall of India Private Ltd., New Delhi.



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MASTER OF COMMERCE (MCom)

Business Communication - I

Program : MCom	Semester : I
Class of : 2019 - 2021	Credits : 4
Course Code : PMC105	Sessions : 56
Course Title	Business Communication - I

Unit I

Basic principles of communication: Introduction, understanding communication, the communication process barriers to communication, the importance of communication in the work place.

Unit II

Types and channels of communication: introduction, types of communication, classification of communication channels.

Unit III

The importance of listening in the workplace: introduction, what is listening? barriers to listening, strategies for effective listening, listening in a business context.

Unit IV

Guidelines for written business communication: introduction, general principles of writing, principles of business writings.

Unit V

Developing oral business communication skills: introduction, advantage of oral communication, oral business presentations.

Unit VI

Reading skills for effective business communication: introduction, SQ3R technique of reading.

Suggested books

1. Contemporary English Grammar Structures and Composition; David Green, Macmillan
2. English Grammar and composition; R. C. Jain, Macmillan
3. Effective Technical Communication; M. Ashraf Rizvi, Tata McGraw Hill Companies
4. Developing Communication Skills; Krushna Mohan, Meera Baneji, Macmillan



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Second Semester

SN	Subject Code	Subject Name	Marks Distribution					
			Assignment Marks		Theory Marks		Total Marks	
			Max	Min	Max	Min	Max	Min
1	PMC201	Corporate Legal Framework	30	10	70	25	100	35
2	PMC202	Advanced Accounting	30	10	70	25	100	35
3	PMC203	Cost Analysis & Control	30	10	70	25	100	35
4	PMC204	Functional Management	30	10	70	25	100	35
5	PMC205	Business Communication - II	30	10	70	25	100	35



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Corporate Legal Framework

Program : MCom	Semester : II
Class of : 2019 - 2021	Credits : 4
Course Code : PMC201	Sessions : 56
Course Title	Corporate Legal Framework

Unit I

The Companies Act, 1956 (Relevant Provisions) : Definition, types of companies, Memorandum of association, Articles of association, Prospectus, Share capital and Membership, Meetings and Resolutions, Company Management, Managerial Remuneration, Winding up and dissolution of companies.

Unit II

The Negotiable Instruments Act, 1881: Definition, Types of Negotiable Instruments, Negotiation Holder and holder in due course, Payment in due course; Endorsement and Crossing of cheque; Presentation of negotiable instruments.

Unit III

MRTTP Act 1969 : Monopolistic trade practices; Restrictive trade practices; Unfair trade practices.

Unit IV

The consumer protection Act, 1986 : salient features; Definition of Consumer, Right of consumer; Grievance Redressal Machinery.

Unit V

Regulatory Environment for International Business : FEMA, WTO: Regulatory framework of WTO, basic principles and its character, WTO provisions relating to preferential treatment to developing countries; regional groupings, technical standard, anti-dumping duties and other Non Tariff Barriers. Custom valuation and dispute settlement, TRIP and TRIMS.

Suggested Readings :

1. Singh, Avtar: Law Relating to Monopolies, Restrictive and Unfair Trade Practices, Eastern Book Co., Lacknow.
2. The Companies Act, 1956
3. The Negotiable Instruments Act, 1881
4. SEBI Act, 1992, Nabhi Publication, Delhi.
5. Amarchand D, Government and Business, Tata McGraw Hill, New Delhi
6. Securities (Contract and Regulation) Act 1956
7. Jain Narang - Corporate Legal Framework
8. Rastogi U.S. and Shukla - Corporate Legal Framework



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MASTER OF COMMERCE (MCom)

Advanced Accounting

Program : MCom	Semester : II
Class of : 2019 - 2021	Credits : 4
Course Code : PMC202	Sessions : 56
Course Title	Advanced Accounting

Unit I

Advanced problems of Final Accounts

Unit II

Advanced Problems of Bank Reconciliation Statement, Rectification of Errors, Accounting for Non Profit Organisation.

Unit III

Accounting from Incomplete Records, Accounting for Insurance Claim.

Unit IV

Investment A/c, Voyage A/c, Insolvency A/c.

Unit V

Dissolution of partnership firm including sales of Firm and Amalgamation.

Suggested Readings :

1. Gupta R.L., Radhaswamy M: Company Accounts; Sultan Chand and Sons, New Delhi.
2. Maheshwari S.N: Corporate Accounting; Vikas Publishing House, New Delhi.
3. Monga J.R, Ahuja, Girish, and Sehgal Ashok : Financial Accounting: Mayur Paper Backs, Noida.
4. Shukla M.C., Grewal T .S. and Gupta S.C.: Advanced Accounts: S. Chand & Co. New Delhi,
5. Moore C.L. and Jaccicke R.K.: Managerial Accounting; South Western Publishing Co., Cincinnati, Ohio.
6. Modi, Oswal & S.K. Khatik; Corporate Accounting in Hindi & English (both) College Book House, Jaipur.
7. Jain, Pareek & Khandelwal: Company A/c, Ramesh Book Depot, Jaipur
8. Jain & Narang: Financial A/c, Kalyani Pub. Delhi.
9. R.L. Gupta : Advanced Accounting
10. A.K. Sehgal: Advanced Accounting
11. Shukla Grewal: Advanced accounting
12. Agarwal M, : Advanced accounting



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MASTER OF COMMERCE (MCom)

Cost Analysis & Control

Program : MCom	Semester : II
Class of : 2019 - 2021	Credits : 4
Course Code : PMC203	Sessions : 56
Course Title	Cost Analysis & Control

Unit I

Various cost concepts, Cost centre and cost unit, Methods and techniques of Costing. Installation of costing system, Methods of inventory control, Overheads Accounting.

Unit II

Process Accounting Joint product and Bye product, Equivalent Production and Inter Process Profit, Operating Cost.

Unit III

Marginal Costing : Concepts, Break Even Analysis, Uniform costing and Inter firm comparison. Use of Managerial Costing in business Decision.

Unit IV

Budgetary Control : Basic concepts, Preparation of functional budget: Cost Audit : Objectives and Advantages.

Unit V

Standard Costing and Variance Analysis.

Suggest Readings :

1. Oswal Maheshwari - Cost Accounting
2. M. Agarwal & M Jain - Cost Accounting
3. Jain & Narang - Cost Accounting
4. S.N. Mahehwari - Cost Accounting
5. M.C. Agarwal- Cost Accounting
6. Jawaharlal- Cost Accounting



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MASTER OF COMMERCE (MCom)

Functional Management

Program : MCom	Semester : II
Class of : 2019 - 2021	Credits : 4
Course Code : PMC204	Sessions : 56
Course Title	Functional Management

Unit I

Financial Management : Concept, Nature and Objectives, Functions of Financial Manager, Financial Planning - Nature, Need and influencing factors, Characteristics of a sound financial plan.

Unit II

Capitalization : Concept and Theories, Over and Under Capitalization, Capital structure, Balanced Capital Structure, Trading on Equity, Leverage: Financial and Operating leverage.

Unit III

Marketing Management : Concept Nature and Scope of marketing, Functions of marketing management, Marketing mix. Advertising Management: Meaning Objectives, functions and scope, Media of advertising, Selecting an advertising media Essential of a good advertising copy, Meaning of Sales Promotion, Importance, limitations and Methods of sales promotion.

Unit IV

Personnel Management : Concept, Functions, Scope and Importance, Signification of Man-Power Planning, Sources of Recruitment, Characteristics of a Good Recruitment Policy, Concept of Selection, Selection procedure, Importance of employee Training, Methods of Training.

Unit V

Production Management : Concept, Importance, Scope and functions. Types of production systems, Concept of production planning, objectives, elements and steps. Procedure of production control, Process of New Product Development, Concept of Product Diversification, Standardization, Simplification and Specialization.

Suggested Readings :

1. Motihar M. - Functional Management



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MASTER OF COMMERCE (MCom)

Business Communication - II

Program : MCom	Semester : II
Class of : 2019 - 2021	Credits : 4
Course Code : PMC205	Sessions : 56
Course Title	Business Communication - II

Unit I

Internal business communication: Guidelines for meetings introduction , types of meetings, before the meeting, during the meeting, after the meeting, common mistakes made at meetings.

Unit II

Formal written skills: Office drafting: writing memos, circular notices. Business correspondence: enquiry letter, order letter, complaint letter and adjustment letter.

Unit III

Writing business report: What is a report? Types of business reports, format for business reports, steps in report preparation.

Unit IV

Employment communication: Resume and cover letters: Introduction, writing a resume, writing job application letters.

Unit V

Oral skills group discussion and interviews: Introduction, importance of G.D, leadership skills, team management, planning of presentation, handling stage fright. mock interview : the interview process, pre – interview preparation, answering strategies.

Suggested books

1. Contemporary English Grammar Structures and Composition; David Green, Macmillan
2. English Grammar and composition; R. C. Jain, Macmillan
3. Effective Technical Communication; M. Ashraf Rizvi, Tata McGraw Hill Companies
4. Developing Communication Skills; Krushna Mohan, Meera Baneji, Macmillan



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- Victor Hugo

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- 56 Sessions of Classroom Instruction
- Around 5 (five) Case studies
- One Project in each course
- One Reading Seminar in each course

The various components of a course is prepared in a cohesive manner and the same is explained to the students at the beginning of the course such as pace of time, session-wise coverage including tutorials, case studies and projects with various levels of treatment, reading seminars, home tasks, components of evaluation and their frequency, duration, tentative schedule, relative weightage of various components, etc.

Scheme

The structure of the course will comprise five papers in each semester.



RKDF UNIVERSITY, RANCHI

MASTER OF COMMERCE (MCom)

Third Semester

SN	Subject Code	Subject Name	Marks Distribution					
			Assignment Marks		Theory Marks		Total Marks	
			Max	Min	Max	Min	Max	Min
1	PMC301	Human Resource Management	30	10	70	25	100	35
2	PMC302	Tax Planning and Management	30	10	70	25	100	35
3	PMC303	Accounting for Managerial Decisions	30	10	70	25	100	35
4	PMC304	Consumer Behavior					100	35
5	PMC305	Project					100	35



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MASTER OF COMMERCE (MCom)

Human Resource Management

Program : MCom	Semester : III
Class of : 2019 - 2021	Credits : 4
Course Code : PMC301	Sessions : 56
Course Title	Human Resource Management

Objective: The objective of the course is to make student aware of the concepts, techniques and practices of human resource development. This course intends to make students understand the applicability of these principles and techniques in an organization.

Unit I-

Introduction to Human Resource Development: Concept and evolution; Relationship between human resource management and human resource development; HRD mechanisms, processes and outcomes.

Unit II-

HRD Process: Assessing HRD needs; Designing and developing effective HRD programs; Implementing HRD programs; Evaluating HRD programs.

Unit III-

HRD Activities and Applications: HRD for Workers; HRD mechanisms for workers; Role of trade unions; Employee training and development- Process, methods, and types; Coaching, counselling and performance management; Career management and development; Organization development.

Reference Books:

1. Werner J. M., DeSimone, R.L., Human resource development, South Western.
2. Nadler, L., Corporate human resources development, Van Nostrand Reinhold.
3. Raymond, N. and Kodwani, A.D., Employee training and development, McGraw Hill Education India.
4. Mankin, D., Human resource development, Oxford University Press India.
5. Haldar, U. K., Human resource development, Oxford University Press India
6. Rao T.V. Future of HRD, Macmillan Publishers India.



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MASTER OF COMMERCE (MCom)

Tax Planning and Management

Program : MCom	Semester : III
Class of : 2019 - 2021	Credits : 4
Course Code : PMC102	Sessions : 56
Course Title	Tax Planning and Management

Objective: To make students develop conceptual knowledge in the field of Tax and Tax Planning and Management

Unit-1

Concept of Tax Planning: Meaning, Scope, Importance, Objectives of Tax Planning.

Unit-2

Areas of Tax Planning: Ownership Aspect, Activity Aspects & Locational Aspects, Nature of the Business & Tax Planning.

Unit-3

Tax Planning and Setting up New Business: Deductions Available to New Industrial Undertakings, Amalgamation, Merger and Tax Planning.

Special Tax Provisions - Tax Provisions Relating to Free Trade Zones, Infrastructure Sector & Backward Areas.

Unit-4

Tax Planning and Financial Decisions: Capital Structure Decision Dividend, Inter Corporate Dividend, Bonus Shares.

Unit-5

Tax Assessment: Introduction, Difference between Tax Planning and Tax Management, Areas of Tax Management, Return of Income and Assessment, Penalties and Prosecutions, Appeals and Revisions

Reference Books:

1. Ahuja, G.K. and Ravi Gupta: Systematic Approach to Income Tax and Central Sales Tax; Bharat Law House, New Delhi.
2. Lakhotia, R.N.; Corporate Tax Planning; Vision Publication, Delhi.
3. Singhania, V.K. Direct Taxes: Law and Practice; Taxman's Publication, Delhi.
4. Sainghania, Vinod K; Direct Tax Planning and Management; Taxman's Publication, Delhi.- Tax Planning and Management
5. Lakhotia - Tax Planning and Management
6. SaklechaShripal - Tax Planning and Management
7. Goyal R.S. - Tax Planning and Management



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MASTER OF COMMERCE (MCom)

Accounting for Managerial Decisions

Program : MCom	Semester : III
Class of : 2019 - 2021	Credits : 4
Course Code : PMC303	Sessions : 56
Course Title	Accounting for Managerial Decisions

Objective: To make students develop conceptual knowledge in the field of accounting.

Unit-1

Management Accounting: Its meaning, nature and importance. Difference of Management accounting with Cost Accounting and Financial accounting.

Unit-2

Nature and Limitations of Financial Statements: Needs and objectives of financial Analysis.

Unit-3

Fund Flow analysis and Cash Flow analysis (Application of A.S.-3).

Unit-4

Capital Budgeting: Nature and Characteristics of Long Terms Investment Decision, Methods of Ranking Investment Proposals.

Unit-5

Management Reporting System: Types of Reports, Responsibility Accounting.

Reference Books:

1. M.R. Agarwal – Accounting for Managers
2. Agarwal & Agarwal – Accounting for Managers
3. Agarwal, Jain & Jain – Management Accounting



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MASTER OF COMMERCE (MCom)

Consumer Behaviour

Program : MCom	Semester : III
Class of : 2019 - 2021	Credits : 4
Course Code : PMC304	Sessions : 56
Course Title	Consumer Behaviour

Objective: To make students develop conceptual knowledge in the field of behavior of consumer in market.

Unit -1

Introduction : Meaning and Significance of consumer behaviour, Determinants of consumer behaviour, Consumer behaviour Vs. buyers behaviour, Consumer buying process and consumer movement in India.

Unit -2

Organisational Buying Behaviour and Consumer Research : Characteristics and Process of organizational buying behaviour Determinants of organizational buying behaviour. History of consumer research and Consumer research process.

Unit -3

Consumer Needs and Motivations: Meaning of motivation, Needs and Goals, Dynamic nature of consumer motivation, Types and systems of consumer needs, measurement of motives and Development of motivational research.

Unit -4

Personality & Consumer Behaviour : Concept of personality, theories of personality, Personality and understanding, consumer diversity, Self and self images

Unit -5

Social Class and Consumer Behaviour : Meaning of social class, Measurement of social class, Lifestyle profiles of the social class, Social-class mobility, Affluent and Non-affluent consumer, Selected consumers behaviour, applications of social class.

Reference Books:

1. Philip Kotler – Marketing Management
2. Jain, Jinendrakumar - Marketing Managemen



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MASTER OF COMMERCE (MCom)

Project

Program : MCom	Semester : III
Class of : 2019 - 2021	Credits : 4
Course Code : PMC305	Sessions : 56
Course Title	Project



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Fourth Semester

SN	Subject Code	Subject Name	Marks Distribution					
			Assignment Marks		Theory Marks		Total Marks	
			Max	Min	Max	Min	Max	Min
1	PMC401	Management for Industrial Relation	30	10	70	25	100	35
2	PMC402	International Marketing	30	10	70	25	100	35
3	PMC403	Indian Financial System	30	10	70	25	100	35
4	PMC404	Entrepreneurship Skill & Development	30	10	70	25	100	35
5	PMC405	Project					100	35



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MASTER OF COMMERCE (MCom)

MANAGEMENT OF INDUSTRIAL RELATIONS

Program : MCom	Semester : IV
Class of : 2019 - 2021	Credits : 4
Course Code : PMC401	Sessions : 56
Course Title	Management for Industrial Relation

Objective: To make students develop conceptual knowledge in the field of industrial relations system in India.

Unit I-

Structure and Evolution of Industrial Relations: Concept, Nature and models of IR: Industrial relations system in India: Structure and its evolution. Major contemporary developments in global economy and polity and their impact on industrial relations scenario in India.

Unit II-

Industrial Conflict and Disputes Resolution: Industrial Relations Machinery in India, Provisions under the Industrial Disputes Act, 1947; Authorities under the Act, Reference of disputes to boards, courts or Tribunals, Procedures, Powers and duties of Authorities, Strikes, Lockouts, Layoff and retrenchments, unfair labour Practices, Penalties. Disputes resolution methods, Forms of industrial conflicts, Labour turnover, workplace practices and cooperation. Nature, Causes and types of industrial disputes. Nature, Causes and types of Industrial dispute.

Unit III-

Trade Unionism, Negotiations and Collective bargaining: Provisions of Trade Union Act, 1926, Definitions, Legislations of Trade unions, rights and Liabilities of Registered Trade Union, Regulations, Penalties and procedure. Management of labour, management control strategies, business strategies and industrial relations, Role of market conditions, Structure for management of Industrial relations; Collective bargaining: Nature and functions; Types of bargaining; Collective bargaining in the Indian context; Negotiating a collective bargaining agreement.

Unit IV-

Industrial Democracy: Concept and scope of industrial democracy, Workers' participation: Strategy, practices, behavioural science input/contribution and models. Rationale for participation, Issues in participation, strategies for making participation effective. Emerging trends in Union-Management relations.

Reference Books:

1. Venkataratnam, C. S. Industrial Relations: Text and Cases. Delhi. Oxford University Press.
2. Michael Salamon, Industrial Relations—Theory & Practice. London. Prentice Hall.
3. Bray, M, Deery.S, Walsh.J and Waring P, Industrial Relations: A Contemporary Approach, Tata McGraw Hill.
4. Dwivedi, R.S., Managing Human Resources: Industrial Relations in Indian Enterprises, New Delhi, Galgotia Publishing Company.
5. Mamoria C.B. & S. Mamoria: Dynamics of Industrial Relations in India. Mumbai.Himalaya Publishing House.
6. Sen, R. Industrial relations: text and cases, New Delhi. Macmillan Publishers.



RKDF UNIVERSITY, RANCHI

MASTER OF COMMERCE (MCom)

International Marketing

Program : MCom	Semester : IV
Class of : 2019 - 2021	Credits : 4
Course Code : PMC402	Sessions : 56
Course Title	International Marketing

Objective: To make students develop conceptual knowledge in the field of international marketing

Unit -1

International Marketing: Meaning, Scope, Nature and Significance. International Marketing Environment - Internal and External Environment, International Market, Orientation, Identification and Selection of foreign market, Functions and qualities of an Export Manager.

Unit -2

Export Organization: Meaning, affecting factors and types, Overseas Product Development: its concept and methods, pricing and its factors, Methods, of Pricing, Price quotation.

Unit -3

Direct Trading and Indirect Trading: Meaning and Methods, Methods of Payment in international Marketing.

Unit -4

Export Credit: Meaning, Nature, Influencing factors and significance, Methods of Export Credit, Export Credit and Finance in India. Risk in Export Trade, Role of the Export Credit Guarantee Corporation of India Limited, The Export-Import Bank of India.

Unit -5

Export and Import Procedure : Documentation in foreign trade, Bilateral and Multilateral Trade Agreements, Its meaning, objective, types and significance, SAARC, Role of WTO in Foreign Trade.

Reference Books:

1. International Marketing – V.S. Rathore



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MASTER OF COMMERCE (MCom)

Indian Financial System

Program : MCom	Semester : IV
Class of : 2019 - 2021	Credits : 4
Course Code : PMC403	Sessions : 56
Course Title	Indian Financial System

Objective: To make students develop conceptual knowledge in the field of financial system in India.

Unit -1

Introduction to Financial System: Components, functions, Nature and Role, Relationship between financial system and Economic growth.

Unit -2

Money Market in India: Meaning, functions, Development of Money Market in India, Money Market Instruments. Capital Market: Meaning, functions and reforms

Unit -3

Depositories and Custodians: Depository System NSDL, CSDL, Stock Holding Corporation of India. Derivatives Market, Concept, Benefits and Need. Types of Financial derivatives, forward and future contracts, Options, Futures, Types and Benefits.

Unit -4

Credit Rating: Concept and significance, Credit Rating Agencies in India, Factoring and Forfeiting.

Unit -5

Mutual Funds: Introduction, History, Types, Organization, Regulation over Mutual Funds, Financial, Objectives of Financial system reforms

Reference Books:

1. Indian Financial System - B. Pathak
2. Indian Financial System - Khan & Jain



RKDF UNIVERSITY, RANCHI

MASTER OF COMMERCE (MCom)

Entrepreneurship Skill Development

Program : MCom	Semester : IV
Class of : 2019 - 2021	Credits : 4
Course Code : PMC204	Sessions : 56
Course Title	Entrepreneurship Skill Development

Objective: To make students develop knowledge of how to develop Entrepreneurship skill.

Unit-1

Entrepreneur: Definition, emergence of Entrepreneurial class; Theories of Entrepreneurship, Socio-economic Environment and Entrepreneur.

Unit-2

Promotion of a venture: Opportunity analysis, External Environmental forces, economic, Social, Technological and Competitive factors, Establishment of a new unit.

Unit-3

Entrepreneurial Behaviour: Innovation and Entrepreneurship, Entrepreneurial Behaviour, Social Responsibility.

Unit-4

Entrepreneurial Development Programme: Entrepreneurial Development Programme relevance and achievements, role of Government in organizing such programmes.

Unit-5

Entrepreneurship and Industrial Development: Planning and growth of industrial activities through industrial Policy of the Government, Role of Industrial Estates, Role of Central and State level Promotional Services.

Reference Books:

1. Kenneth R Van Voorthis: Entrepreneurship and small business management.
2. Sharma RA. : Entrepreneurial Change in Indian Industries.
3. Shukla M.B - Entrepreneurship Development



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MASTER OF COMMERCE (MCom)

Project

Program : MCom	Semester : IV
Class of : 2019 - 2021	Credits : 4
Course Code : PMC205	Sessions : 56
Course Title	Project