

DR. BABASAHEB AMBEDKAR MARATHWADA UNIVERSITY**CIRCULAR /SU/MBA(IB)/Dept./NEP/PG/16/2023**

It is hereby inform to all concerned that, on the recommendation of the Dean, Faculty of Commerce & Management; **“Credit Distribution Syllabus for Two Years/One Year Course with curriculum of MBA (International Business) and Ph.D. Programme with One Exit Option”** as per New Education Policy-2020. under the Faculty of Commerce & Management in his emergency powers under Section-12(7) of the Maharashtra Public Universities Act, 2016 on behalf of the Academic Council.

This is effective from the Academic Year 2023-24 and Onwards as per appended herewith.

All concerned are requested to note the contents of this circular and bring notice to the students, teachers and staff for their information and necessary action.

University Campus,
Aurangabad-431 004.
REF.NO. SU/MBA(IB)/
2023-24

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*Deputy Registrar,
Academic Section
Syllabus unit.*

Date:- 27-07-2023.

Copy forwarded with compliments to :-

- 1] **The Head, Dept. of Commerce,
Dr. Babasaheb Ambedkar Marathwada University.**
- 2] **The Director, University Network & Information Centre, UNIC, with a request to upload this Circular on University Website.**

Copy to :-

- 1] The Director, Board of Examination & Evaluation,
- 2] **The Section Officer, [B.Com. Unit] Examination Branch,**
- 3] The Section officer, [Eligibility Unit],
- 4] **The Programmer [Computer Unit-1] Examinations,**
- 5] **The Programmer [Computer Unit-2] Examinations,**
- 6] The In-charge, [E-Suvidha Kendra], Rajarshi Shahu Maharaj Pariksha Bhavan, Dr. Babasaheb Ambekar Marathwada University.
- 7] The Public Relation Officer,
- 8] The Record Keeper.

**DR. BABASAHEB AMBEDKAR
MARATHWADA UNIVERSITY,
AURANGABAD.**



Curriculum of
CREDIT DISTRIBUTION SYLLABUS FOR
TWO YEAR/ONE YEAR PG AS PER NEP
MBA (INTERNATIONAL BUSINESS)
AND PH.D. PROGRAM
I TO IV SEMESTER
APPLICABLE FOR DEPARTMENT
under NEP 2020

[Effective from the Academic Year 2023-24 & onwards]

Dr.BabasahebAmbedkar Marathwada University, Aurangabad.



Illustrative Credit Distribution Structure for Two Year /One Year PG As per NEP 2020

MBA (IB) Programme

MBA (IB): First year

Semester: I

Level
6.0

	Paper Code	Paper Name	Credits
Major	Com/D/MBA/MAN/501	Management Concept & Organizational Behaviour	4
	Com/D/MBA/MAN/502	Managerial Economics	4
	Com/D/MBA/MAN/503	Accounting For Managers	4
	Com/D/MBA/ACT/504 Activity-1 st (Choose any One from the basket)	1. Preparing Market Demand Survey for any Product in National & International Market 2.Preparing Process of Human Resource Recruitment/Selection/Training/Placement/Promotion & Retirement in any Organization /MNC/MSME/LSE/Any Company Registered at Stock Exchange 3. Preparing Detail Case Study of Organizational Conflict, its Process of Investigation and Method of Solving the Conflict by Organization and its Implementation. 4. Preparing Production Process of Any Product in Organization Right from Raw Material / Stages of Production-Semi-finished Goods-Finished Goods / Quality Control-Packing & Despatch. 5. Preparing Process of Pricing Method of any Export Oriented Product. 6. Any Other Activity in Consultation with Guiding Teacher	2
	Elective-1 (Choose any One from the basket)	Com/D/MBA/ELE/505 Com/D/MBA/ELE/506 Com/D/MBA/ELE/507	1. International Business Environment 2. International Economics 3. Globalization & Public Administration :Indian Context
	Research Methodology	Com/D/MBA/RM/508 RM- 1	Research Methodology
	On Job Training/Field Project	--	-
	Research Project	--	-
Total Credit For First Semester			22

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Prof. F. N. Gauri

Prof. J. R. Suryawanshi

Prof. Syed Azharuddin

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MBA (IB): First year		Semester: II	Level : 6.5
	Paper Code	Paper Name	Credits
Major	Com/D/MBA/MAN/509	International Marketing Management	4
	Com/D/MBA/MAN/510	Import Export Policy & Documentation	4
	Com/D/MBA/MAN/511	Foreign Trade Policy	4
	Com/D/MBA/ACT/512	1. Preparing Export Procedure of Any Product Step-by Step. Selection of Product by Student can be done in Consultation with Guiding Teacher 2. Preparing Import Procedure of Product or Raw Material from Any Other Country, Enumerating it Step-by Step. Student can select any Product or Raw Material in Consultation with Guiding Teacher. 3. Preparing Process of Availing Export Incentives under EPCG or Availing Duty Exemption or Tax Incentives for Any Product Manufactured in India in Any Industrial Zone. (e.g. EOU/FTZ/EPZ/SEZ etc.) 4. Preparing Process of Imposing any type of Tariff Barrier under any Method (e.g. Quotas / Antidumping Duties / Countervailing Duty / Exchange Control/ Imposing Technical Standards/Any Other Non-Tariff Method) 5. Selecting Any Other Activity in Consultation with Guiding Teacher	2
	Activity-2 nd (Choose any One from the basket)		
Elective-2 (Choose any One from the basket)	Com/D/MBA/Ele/513	1. International HRM	4
	Com/D/MBA/Ele/514	2. Agriculture Business Management	
	Com/D/MBA/Ele/515	3. Industrial Relations & Redressal Mechanism	
Research Methodology		--	-
On Job Training/ Field Project COM/D/MBA/OJT/FP/516		1. Compulsory 15 Days Training in Company along with any one of the following: Export Stuffing of Product in Container / Preparation of Export Documents of any Company Exporting Goods / Document Preparation of Import of Goods or Raw Material 2. Compulsory 15 Days Training in Company along with any one of the following: Preparing Work Flowchart in Account Section on Any Small Scale / Medium Scale / Large Scale Industry. 3. Compulsory 15 Days Training at any Port in India Following Import and Export of goods from Port 4. Compulsory 15 Days Training at Airport terminal or Air Cargo Company engaged in Import / Export of Goods 5. Field Project on Any of the above areas can be taken up. 6. Any Other OJT / Field Project in Consultation with Guiding Teacher.	4
Research Project		--	-
Total Credit For Second Semester			22

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Cum. Cr. For PG Diploma

Credit Summary : First Year (Semester I & II)

1. Major Mandatory (1 to 6) : 24 Credits
2. Major Activity (1 & 2) : 04 Credits
3. Major Elective (1 & 2): 08 Credits
4. RM : 1 : 04 Credits
5. On Job Training/ Field Project: 04 Credits

44

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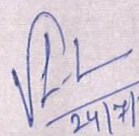
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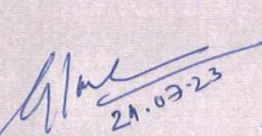
MBA (IB): Second year**Semester: III****Level : 7.0**

	Paper Code	Paper Name	Credits
Major	Com/D/MBA/MAN/517	International Logistics	4
	Com/D/MBA/MAN/518	International Financial Management	4
	Com/D/MBA/MAN/519	Services Marketing & Customer Relationship Management	4
	Com/D/MBA/ACT/520 Activity- 3rd (Choose any One from the basket)	1. Preparing a Supply Chain Logistics Process of any Finished Product of any organization from its position as finished product to delivery at International Destination. (Logistic Process can be Prepared for any Land / Water / Airway Transport) 2. Preparing of Documents step by step for Export of Any Product from India to Any Foreign Country. 3. Preparing Process of International Payment for Import of Goods from the Foreign Country. (Prepare Flowchart and Describe) 4. Preparing a Proposal for an International Organization like International Hospital / International Tour & Travel Agency / International University , College or Providing Services in India 5. Selecting any other Activity in Consultation with Guiding Teacher.	2
Elective- 3 (Choose any One from the basket)	Com/D/ MBA/Ele/521 Com/D/ MBA/Ele/522 Com/D/ MBA/Ele/523	1. German-I (Chinese / Arabic any other Language Subject to Minimum of 15 Students) 2. Planning & Management of International Tourism 3. Environmental Economics	4
Research Methodology		--	-
On Job Training/Field Project		--	-
Research Project	Com/D/MBA/RP/524 RP: 1st (Choose any One from the basket)	1. Project on Logistic Management of any Exporting Company 2. Project on Methodology of Logistic Management of Any Company Importing Goods / Raw Material or Procuring Services from Abroad. 3. Prepare Project on working of Offshore Financial Institution / Centres 4. Project on Any International Service Centre in India 5. Project on Production of Product in India and Supply goods without Branding to Foreign Country. 6. Any other project in Consultation with Guiding Teacher	4
Total Credit For Third Semester			22



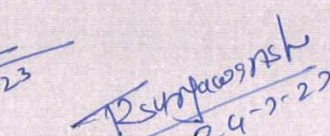
24/7/2023

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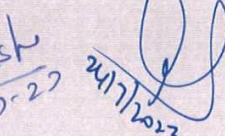
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MBA (IB) Second Year		Semester: IV	Level : 7.0
	Paper Code	Paper Name	Credits
Major	Com/D/MBA/MAN/525	International Management	4
	Com/D/MBA/MAN/526	International Business Law & Taxation	4
	Com/D/MBA/MAN/527	Strategic Management	4
	Activity	--	--
Elective-4 (Choose any One from the basket)	Com/D/MBA/Ele/528	1. German-II (Chinese / Arabic any other Language Subject to Minimum of 15 Students)	4
	Com/D/MBA/Ele/529	2. Project Planning & Analysis	
	Com/D/MBA/Ele/530	3. Cross Cultural Management	
Research Methodology		--	--
On Job Training/Field Project		--	--
Research Project	COM/D/MBA/OJT/RP/531 RP: 2 nd (Choose any One from the basket)	1. Compulsory 15 Days Training and Preparing Field Project with APEDA / AEPC / CHEMEXCIL / CEPC / Carpet EPC / Cashew EPC / TEX PROCIL / Council of Leather Exports / Export Promotion Council of Handicraft (EPCH) / Gems & Jewellery (GEEPC) / Handloom Export Promotion Council (HEPC) / Pharmaceutical Export Promotion Council (Pharmexcil) / Plastic EPC (Plexcouncil) / Spices Brand of India / Sports Goods EPC (SGEPC) / Wool & Wooden EPC (WWEPC) / Indian Silk Export Promotion Council (ISEPC) / Electronic & Computer Software Promotion Council (ESC India) 2. Compulsory 15 Days Training and Preparing Field Project on any one : Custom House Agent (CHA) / International Travel Services / Services in Transportation / Services in Insurance / Services in I.T. / Services in Communication / Information Services. 3. Preparing Project on International Human Resource Strategy / Prepare Process of ISO 9000 Management / Quality Standard or ISO 14000 Environmental Management Services for any Industry 4. Any other Area in Consultation with Guiding Teacher along with Training & Research Project both.	6
Total Credit For Fourth Semester			22

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UNIVERSITY DEPARTMENT OF COMMERCE
M.B.A (IB) Semester - I (NEP – 2 Years)
MANAGEMENT CONCEPTS AND ORGANIZATIONAL BEHAVIOR
[Code: COM/D/MBA/MAN/501]

Max Marks: 100

Theory: 80

Sessional: 20

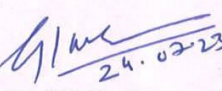
Credits: 04

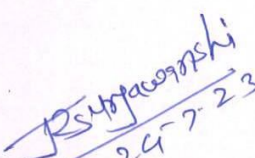
Unit	Course Contents	Lectures
I	Evolution of Management Thought, Schools of Management Thought, Role of management in globalized world and its growing significance.	12
II	Functions of Management – Planning, Organizing, Centralization & Decentralization, Controlling and Co-ordination and Staffing. Organizational Behavior – Concept, Relationship between Management and Organizational Behavior, emergence and ethical perspective, attitude, perception, learning, personality.	12
III	Motivation – Concept and theories of motivation	12
IV	Group Dynamics and Team Development – Group Dynamics, Meaning & Significance, Types of Groups, Group Formation Development, Group Composition.	12
V	Organizational Conflict – Dynamics and management, Sources, Patterns, Levels and Types of Conflict, Traditional and Modern Approaches to conflict, functional and dysfunctional organizational conflicts, Conflict Resolution.	12

Suggested Readings:

- 1) Sherlekar "Management Value Oriented Holistic Approach", Himalaya Publishing 2007
- 2) Stephen Robbins "Organizational Behavior", Prentice Hall of India-2005.
- 3) Terry George "Principles of Management".
- 4) Organizational Behaviour by L. M. Prasad


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UNIVERSITY DEPARTMENT OF COMMERCE

M.B.A (IB) Semester - I (NEP – 2 Years)

MANAGERIAL ECONOMICS

[Code: Com/D/MBA/MAN/502]

Max Marks: 100

Theory: 80

Sessional: 20

Credits: 04

UNIT	CONTENTS	LECTURES
I	<u>Nature and scope of managerial economic:</u> Objectives of a firm, Economic theory and managerial theory, Fundamental economics concepts, Incremental principles, Opportunity costs principles, Discounting principles, Equi-marginal principles.	10
II	<u>Demand Analysis:</u> Individual and marketing demand functions, Law of demand, Determinants of demand, Elasticity of demand , and its importance, Price Elasticity, Income Elasticity and its use in decision making.	10
III	<u>Theory of consumer choice:</u> Cardinal utility approach, Indifference approach, Revealed Preference Theory and Theory of Consumer Choice under risk, Demand estimation, Demand forecasting techniques.	10
IV	<u>Production Theory:</u> Production function, Production with one and two variable inputs, Stages of Production, Economies of Scale, Estimation of production function, Cost theory and estimation, Law of Return to Scale.	10
V	<u>Price Determination under different market conditions:</u> Characteristics of different market structure, Perfect competition, Monopolistic competition, Oligopoly and Monopoly.	10
VI	<u>Business Cycle:</u> Nature and phases of Business Cycle, Theories of Business Cycle, Inflation, Characteristics, Types and effects of Inflation.	10

REFERENCE BOOKS:

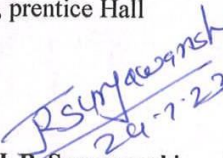
- 1) 'Adhikary, M. Business Economic, New Delhi, Excel Books 2000
- 2) Buamol, W.J. Economic theory & operations analysis 3rd ed, New Delhi, prentice Hall Inc, 1996.
- 3) Chopra, O.P Managerial economics, , new Delhi Tata McGraw Hill 1985.
- 4) Keat, Paul G. & Philips K. Y. Young, Managerial Economics, prentice Hall, New Jersey 1996
- 5) Koutsoyinanns, A.Modern Micro Economics, New York, Macmillan, 1991.
- 6) Millgrom, P. and Roberts J.Economics, Organization and management , Englewood Cliffs, New jersey, prentice Hall 992.
- 7) Joel Dean "Managerial Economics", prentice Hall


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UNIVERSITY DEPARTMENT OF COMMERCE
M.B.A (IB) Semester - I (NEP – 2 Years)
ACCOUNTING FOR MANAGERIAL DECISIONS
[Code: Com/D/MBA/MAN/503]

Max Marks: 100

Theory: 80

Sessional: 20

Credits: 04

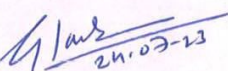
UNIT	COURSE CONTENTS	LECTURES
I	Introduction to Accounting: Management accounting as a area of accounting; objectives, nature and scope of financial accounting, cost accounting and management accounting; Management accountants position, role, and responsibilities.	10
II	Accounting Plan and Responsibility centers: Meaning and significance of responsibility accounting; Responsibility Centers- cost centre, profit centre and investment centre, Problems in transfer pricing, objectives and determinants of responsibility centers.	10
III	Budgeting: Definition of budget, essentials of budgeting, Types of budgets- functional, master; Fixed and Flexible budget; Budgetary control; Zero-base budgeting; Performance budgeting.	10
IV	Standard Costing & Variance Analysis: Standard costing as a control technique; advantages & limitations of standard costing, Variance Analysis-meaning & importance, kinds of variances & their Uses-Material, labour and overhead variances; Disposal of variances, Relevance of Variances to budgeting and standard costing.	10
V	Marginal Costing & Break-even Analysis: Concept of marginal cost; Marginal cost & absorption costing; Marginal costing versus direct costing; Cost-Volume-Profit analysis, Break-even analysis, Margin of safety, Break –Even Analysis; Assumptions and Practical applications of break-even analysis; Decisions regarding sales-mix, make or buy decisions and decisions and discontinuation of a product Line etc.	10
VI	Reporting to Management: Objectives of Reporting, Reporting needs at different managerial levels; Types of Reports, modes of reporting, reporting at different levels of management.	10

REFERENCE BOOKS:

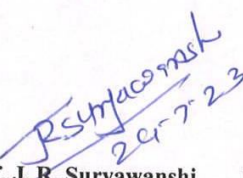
- 1) 'Cost Accountancy' by S.P.Jain and K.L. Naranmg.
- 2) 'Cost Accounting' by Nigam and Sharma
- 3) 'Cost Accountancy' by Arrora.
- 4) 'Cost Accounting Problems and Solutions S.N. Maheswari.
- 5) 'Cost Accounting Problems and Solutions by Khanna, Pande and Ahuja.
- 6) 'Management Accounting'; Manmohan Goyal.
- 7) 'Management Accounting'; by Dr.S.P.Gupta.


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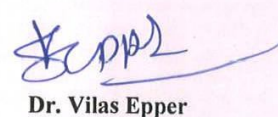
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Dr. Babasaheb Ambedkar Marathwada University, Aurangabad
UNIVERSITY DEPARTMENT OF COMMERCE
M.B.A (IB) Semester - I (NEP – 2 Years)
INTERNATIONAL BUSINESS ENVIRONMENT
[Code: Com/D/MBA/MAN/505]

Max Marks: 100
Theory: 80
Sessional: 20
Credits: 04

UNIT	COURSE CONTENTS	LECTURES
I	<u>INTRODUCTION OF THE CONCEPT</u> Theoretical framework of Business Environment, Concept, significance & nature of Business Environment. Elements of business environment- Internal & External. Changing dimensions of business environment. Techniques of environmental scanning and monitoring	12
II	<u>ECONOMIC ENVIRONMENT OF BUSINESS</u> Significance and elements of Economic environment. Economic planning in India. Government policies, Industrial, policy, Fiscal policy, Monetary policy, Exim policy. Public sector & economic development. Development and relevance to Indian business. Economic reforms, Liberation and Structural Adjustment Programs.	12
III	<u>POLITICAL AND LEGAL ENVIRONMENT OF BUSINESS</u> Political environment and its impact on business policy. Critical elements of political environment. Government and business. Social responsibilities of business and role of government. Legal environment, Changing dimension of legal environment in India, M.R.T.P. Act, FEMA & Licensing policy. Sales Goods Act. Consumer Protection Act, Consumerism in India.	12
IV	<u>REGIONAL ECONOMIC CO-OPERATION</u> : Types and rational of regional economic groups, EU, NAFTA, SAFTA Multinational Corporation : Conceptual framework of MNCs, MNCs and host and home country relations, Technology transfers importance and types.	12
V	<u>INTERNATIONAL & TECHNOLOGICAL ENVIRONMENT</u> MNC's, Foreign collaboration and Indian Business. Nonresident Indians & corporate sector. International economic institutions- WTO, World Bank, IMF and their importance to India. Foreign trade policies, impact of rupee devaluation. Technological environment of India. Policy on research and development, patent laws, technology transfer.	12

REFERENCE BOOKS:

- 1) "Business Environment" by Francis Cherunilam, Himalaya publication.
- 2) "Business Environment" by Shaikh Saleem, Pearson Education.
- 3) "Business Environment" by Gopal Lal Jain, Mangal Deep publication.

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UNIVERSITY DEPARTMENT OF COMMERCE

M.B.A (IB) Semester - I (NEP – 2 Years)
Globalization and Public Administration: Indian Context

[Code: COM/D/MBA/ELE/507]

Max Marks: 100

Theory: 80

Sessional: 20

Credits: 04

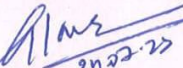
Unit	Course Contents	Lectures
I	Globalization – Emergence, Meaning, Nature and Characteristics	10
II	Globalization and Social Economic and Political context of the country	08
III	Globalization – Indian perspective – Advantages and Disadvantages to India, Post Globalisation. Economic & Culturally.	08
IV	Liberalization, Privatization, Globalization (LPG) and bureaucracy Reform in India, New Economic Policy 1991, Post WTO Progress	10
V	Impact of Globalization on Public Administration in India Societal Impact, Standard of Living, Spending, Amenities, Mobility at Nationally & International Level.	12
	Continuous assessment (Class Seminars)	12

Reference Books:

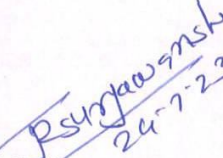
- 1) Bhatia B. S. & Bhatia G. S. "Globalization and Business Management"
- 2) Reddy M. Sudhir & Other, "Globalization and Man Power Planning" Discover Publishing House, New Delhi 2005
- 3) Mohanan B. "Globalization of Economy", Gyan Publishing House, New Delhi.
- 4) Maheshwari S. R. "Public Administration: An Introduction" Macmillan India Ltd., 2002.
- 5) Jhunjunwala B. "Welfare State and Globalization: Critique of Amartya Sen", Rawat Publications, New Delhi.
- 6) Gladden G. E. "Dynamics of Public Administration" Holt Rinehart and Winston, New York, 1971.


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UNIVERSITY DEPARTMENT OF COMMERCE

M.B.A (IB) Semester - I (NEP – 2 Years)

RESEARCH METHODOLOGY

[Code: COM/D/MBA/RM/508]

Max. Marks: 100

Theory: 80

Sessional: 20

Credits: 04

UNIT	COURSE CONTENT	PERIODS
I	Introduction: Definition- Meaning and nature- scope – objectives of Research – Merits and demerits.	10
II	Planning Research Project: Identification, selection and formulation , of a problem – Research design – types of research.	10
III	The process of Research: Hypothesis – objectives- Primary synopsis- Method of investigation – survey method, case study method, experimental method and scientific method.	10
IV	Method of collection Data:- Primary data – Observation, Interview, Telephonic , and mail survey. Secondary Data : tests, cumulative record cards, schedules, questionnaires an pilot study.	10
V	Sampling: Classification tabulation & scaling of data , Advertising & limitation of sampling- theoretical basis of sampling- probability and Non-Probability sampling errors. Objectives & determinants of classification- Tabulation of data – Analysis & interpretation of data.	10
VI	Report Writing: Nature, Types and Contents of Reports- Steps in drafting the reports	10

Recommended Books:

- 1 Micheal V.P. Research methodology in Management Himalaya Publishing House Pvt. Ltd. 2009
- 2 Nakkiram, Selvaraju, . Research methodology in Social Science, Himalaya Publishing House Pvt. Ltd. 2009.
3. C. R. Kothari, Research methodology, Himalaya Publishing House.
- 4 Nandgopal R. Research methodology Himalaya Publishing House .
- 5 Gupta S. P. Statistical Methods, in Business, Himalaya Publishing House.
- 6 Golden, Bddle, Koren and koren D. Locke: Composing qualitative Research, Sage Pub. 1997.
- 7 Fox. J.A. an P. E. Tracy: Randomized Response : A method of sensitive survey, sage pub. 1986.

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UNIVERSITY DEPARTMENT OF COMMERCE
M.B.A (IB) Semester - II (NEP – 2 Years)
INTERNATIONAL MARKETING MANAGEMENT
[Code: COM/D/MBA/MAN/509]

Max Marks: 100

Theory: 80

Sessional: 20

Credits: 04

Unit	Course Content	Lectures
I	Introduction to International Marketing : Nature and significance; Complexities in International Marketing; Transition from Domestic to Traditional Marketing; International Market Orientation – EPRG Framework; International market entry strategies.	12
II	International Marketing Environment : Internal environment; External environment geographical, Demographical, Economic, Socio-cultural, Political and Legal environment; Impact of environment on international marketing decisions. Foreign Market Selection : Global market segmentation; Selection of Foreign markets, International Positioning.	12
III	Product Decisions : Product planning for global markets; Standardization Vs. Product Adoption; New Product Development; Management of International Brands; Packaging and Labeling; Provision of Sales related Services. Pricing Decisions : Environmental Influences on Pricing Decision; International Pricing Policies and Strategies.	12
IV	Promotion Decisions : Complexities and Issues; International Advertising, Personal Selling, Sales Promotion and Public Relations. Distribution Channels and Logistics : Functions and Types of Channels, Channel Selection Decision, Selection of Foreign Distributors Agents and Managing Relations with them; International Logistics Decision.	12
V	International Marketing Planning, Organising and Control : Issues in International Marketing Planning; International Marketing Information Systems; Organising and Controlling; International Market Operations. Emerging Issues and Developments in International Marketing : Ethical and Social Issues; International Marketing of Services; Information Technology and International Marketing; Impact of Globalisation; WTO.	12

Reference Books:

- 1) Czinkota, M.R. : International Marketing, Dryden Press, Boston.
- 2) Fayerweather, John : International Marketing, Prentice Hall, New Delhi.
- 3) Jain, S.C. : International Marketing, CBS Publications, New Delhi.
- 4) Keegan, Warren J : Global Marketing Management, Prentice Hall New Delhi.
- 5) Onkvisit, Sak & John J. Shaw : International Marketing–Analysis and Strategies, Prentice Hall
- 6) Paliwoda S.J. : The Essence of International Marketing, Prentice Hall, New Delhi.

Dr. Vilas Epper Prof. Syed Azharuddin

Prof. F.N. Gauri

Prof. J.R. Suryawanshi

Prof. V. R. Humbe

Dr. Babasaheb Ambedkar Marathwada University, Aurangabad
UNIVERSITY DEPARTMENT OF COMMERCE
M.B.A (IB) Semester - II (NEP – 2 Years)
IMPORT EXPORT POLICY AND DOCUMENTATION
[Code: COM/D/MBA/MAN/510]

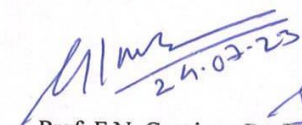
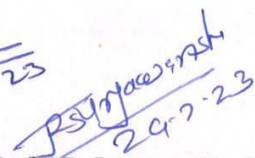
Max Marks: 100
Theory: 80
Sessional: 20
Credits: 04

UNIT	COURSE CONTENTS	LECTURES
I	Documentation Framework: Export import controls and policy; Types and characteristics of documents; Export contract; Inco terms; Processing of an export order.	10
II	Export Financing Methods and Terms of Payment: Negotiations of export bills; Methods of payment in international trade; Documentary credit and collection; UCP 500; Pre – post shipment export credits; Bank guarantees; Foreign exchange regulations and procedures.	10
III	Cargo, Credit and Exchange Risks: Marine insurance-need, Types and procedure; ECGC schemes for risk coverage, and procedure for filing claims.	10
IV	Quality Control and Pre-shipment Inspection Schemes: Process and procedures; Excise and customs clearance – regulations, Procedures and documentation.	10
V	Planning and Methods of Procurement for Exports: Procedure for procurement through imports; Import financing; Customs clearance of import cargo; Managing risks involved in importing – transit risk, credit risk and exchange risk.	10
VI	Export Incentives: Overview of export incentives-EPCG, Duty drawbacks, Duty exemption schemes, Tax incentives; Procedures and documentation. Trading Houses: Export and trading houses schemes – criteria, procedures and documentation; Policy and procedures for EOU/FTZ/EPZ/SEZ units.	10

Reference Books:

1. Customs and Excise Law Times: various issues.
2. Export – Import Policy: Ministry of Commerce, Government of India.
3. Handbook of Export Import Procedures: Ministry of Commerce, Government of India Vols. I & II
4. Ram, Paras, Exports: What, Where and How? Anupam Publications, New Delhi.
5. Mahajan, M.I: Exports: Do It yourself, Snowwhite Publications, Mumbai




Dr. Vilas Epper Prof. Syed Azharuddin Prof. F.N. Gauri Prof. J.R. Suryawanshi Prof. V. R. Humbe

Dr. Babasaheb Ambedkar Marathwada University, Aurangabad
UNIVERSITY DEPARTMENT OF COMMERCE
M.B.A (IB) Semester - II (NEP – 2 Years)
FOREIGN TRADE POLICY
[Code: COM/D/MBA/MAN/511]

Max Marks: 100
Theory: 80
Sessional: 20
Credits: 04

UNIT	COURSE CONTENTS	LECTURES
I	International Trade: Theories of foreign Trade-Absolute and comparative advantage Theories; Modern Theory of trade Hecksher-Ohlin theory; Terms of trade; Theory of International Trade in services; Trade Policy free versus protection.	10
II	Commercial Policy Instrument: Tariff, Quotas, Anti dumping/countervailing duties; Technical Standards: Exchange control and other non- tariff measures.	10
III	Trends in World Trade: Direction and composition of India's foreign trade.	10
VI	India's Foreign Trade and Policy: Direction and composition of India's foreign trade; Export – Import policy; Export promotional and institutional set – up; Deemed exports; Rupee convertibility; Indian joint ventures abroad	10
V	Instruments and export promotion: Export assistance and promotion measures; EPCG scheme; Import facilities; Duty exemption schemes; Duty drawback; Tax concessions; Marketing assistance; Role of export houses; Trading houses and state trading organizations; EPZs and SEZs.	10
VI	Foreign Investment Policy: Policy and framework for FDI in India; Policy on foreign collaborations and counter trade arrangements; Indian joint ventures abroad.	10

REFERENCE BOOKS:

- 1) Committee on Export Strategy: Ministry of Commerce, Govt. of India.
- 2) Economic Survey: Ministry of Finance, Govt. of India, Various Issues.
- 3) Gupta R.K.: Anti-dumping and countervailing Measures, Sage publications, New Delhi.
- 4) Import and Export Policy: Ministry of Commerce, Govt. of India, Various Issues.
- 5) Nabhi's Exporter's Manual and Documentation, Nabhi Publication, New Delhi.
- 6) Report of Working Group on Export houses: Ministry of Commerce, Govt. of India.
- 7) Sodersten, B.O.: International Economics, Macmillan, London.
- 8) Varshney R.L. & B.Bhattacharya: International Marketing Mgt., Sultan Chand & Sons, New Delhi.
- 9) Verma, M.L.: International Trade, Commonwealth Publishers, Delhi.
- 10) World Development Report: World Bank, Washington, D.C.

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Prof. F.N. Gauri

Prof. J.R. Suryawanshi

Prof. V. R. Humbe

Dr. Babasaheb Ambedkar Marathwada University, Aurangabad
UNIVERSITY DEPARTMENT OF COMMERCE
M.B.A (IB) Semester - II (NEP – 2 Years)
INTERNATIONAL HRM
[Code: COM/D/MBA/ELE/513]

Max Marks: 100

Theory: 80

Sessional: 20

Credits: 04

Unit	Course Content	Lectures
I	Introduction – The Enduring Context of IHRM : The changing Business Scenario – Nature of Globalization, Drivers of Globalization, Ripple Effects of Globalization, Three Type of Task, People and Country, Introduction of IHRM, Difference between Domestic and International Human Resource Management, Nature of IHRM – Growing Interest of IHRM – Growing Positioning of IHRM	12
II	Recruitment and Selection for International Firm: Sources of International Human Resource Selection, Strategies for Overseas assignments, Human Resource Planning, Recruitment & Selection, Recent Trends in International Staffing, Human Resource Outsourcing Issues in Staff Selection, Strategies to tackle these problems	12
III	Developing of International Staff and Multi National Teams: Managing global and diverse work force, Recent trends in International Staffing, Human Resource Outsourcing, Performance management in MNC's, Performance of International employees, Appraisal of International Employees, Understanding Repatriation, Benefits from returnees, Challenges of Re-Entry Repatriation Process, Managing Repatriation, Tips for Successful Repatriation.	12
IV	International Compensation Management: Objectives of Compensation, Theories of Compensation, Compensation Strategy Components of Compensation, Variables Influencing Compensation, Compensation Packages.	12
V	International Industrial Relations: Key Issues in International Industrial Relations, Trade Union and International Human Resource, Response of Trade Union to Multinationals, Industrial relations and Global Union, Managerial Strategies for Labour relations in large corporation.	12

Reference Books:

- 1) International Human Resource Management by Prof. Dr. P. B. Rayate, Prof. Deepali Mane, Dr. J. J. Kadam & Prof. H. S. Deshmukh Chandralok Prakashan, Kanpur ISBN No. 978-938601671-3
- 2) International Human Resource Management by Dr. Nilanjan Sengupta & Dr. Mousumi S. Bhattacharya - Excel Book Publication ISBN – 817446-519-7
- 3) International Human Resource Management: Managing People in a Multinational Context by Peter J Dowling et al., Third Edition (South Western)
- 4) International HRM by Peter Dowling, Denice Welch, Thomson Learning 4th Edition

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Prof. F.N. Gauri

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Dr. Babasaheb Ambedkar Marathwada University, Aurangabad
UNIVERSITY DEPARTMENT OF COMMERCE
M.B.A (IB) Semester - II (NEP – 2 Years)
INDUSTRIAL RELATIONS & REDRESSAL MECHANISM
[Code: COM/D/MBA/ELE/515]

Max Marks: 100
Theory: 80
Sessional: 20
Credits: 04

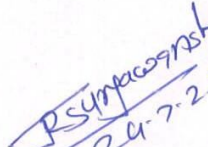
Unit	Course Content	Lectures
I	Industrial Relations – Importance, Definition, Scope, Role and Impact on Labour Laws legislation, Execution, Employer, Trade Unions and Judiciary	12
II	Trade Union – Objectives, Functions, New Role of Trade Union in the context of Globalization, I. T, Trade and productivity.	12
III	Industrial dispute – Nature & causes of industrial disputes, Machinery for solving Industrial disputes under Industrial Disputes Act, 1947 at National and State level, Role of Judiciary & its impact on Industrial relations.	12
IV	Collective bargaining – Meaning, characteristics, need, importance, process, causes for failure of collective bargaining, Alternatives to collective bargaining, Importance of Employee stock option plans. Workers participation in Management – Concept, Pre-requisites, forms & levels of Participation, Benefit of Workers Participation in Management.	12
V	Grievance handling procedure – Grievance Redressal Objectives, Steps / Stages in Grievance Redressal Procedure, Labour management, Co-operation, Role of functional manager including personnel & industrial relations manager in promoting & establishing peaceful industrial relations.	12

Reference Books:

- 1) Dynamic Personnel Administration – Prof. M. N. Rudrabasavraj
- 2) Labour Management relations in India – K. M. Subramanian
- 3) Trade Unionism Myth and Reality, New Delhi, Oxford University Press, 1982
- 4) Collective Bargaining & Industrial – Kochain T. A. & Katz Henry 2nd Edition
- 5) Dynamic Personnel Administration – Prof. M. N. Rudrabsavraj

 24/07/2023
Dr. Vilas Epper Prof. Syed Azharuddin

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Prof. F.N. Gauri

 24.7.23
Prof. J.R. Suryawanshi

 24/07/2023
Prof. V. R. Humbe

Level 8.0 :

Course Work Min. 12 (3 Courses of 4 Credits Each $4 \times 3 = 12$)

Training in Teaching/Education/Pedagogy : 4

Min. 16 + Ph.D. Work

Ph.D. in Subject

(*Imp. Note : Level 8.0 is for Students Going for Teaching Profession in Commerce)

Cum. Cr. For 2 year PG Degree First Year 44 Credits + Second Year 44 Credits =88 Credits Credit Summary : Two Years (Semester I to IV) 1. Major Mandatory (1 to 12) : 48 Credits 2. Major Activity (1 to 3): 06 Credits 3. Major Elective (1 to 4) : 16 Credits 4. RM : 1 : 04 Credits 5. On Job Training/ Field Project: 04 Credits 6. Research Project (1 & 2) : 10 credits	88
2 Years: 4 Sem. PG Degree (88 credits) after Three Year UG Degree	