

**M.Com(Previous)
(Semester System)**

I Semester

Paper: CM 401: Management Perspectives

The Objective of This Course is to Help Students Understand the Conceptual & strategic Framework of Management.

Unit 1: Development of Modern Management Thought and Patterns of Management

Analysis: F.W. Taylor and Scientific Management – Henri Fayol and Principles of Management – Elton Mayo and Hawthorne Experiment – Patterns of Management Analysis – Definitions and Functions of Management – Recent Trends.

Unit 2: Planning & organising: Concept, Nature and Purpose, Types of Plans, Steps in

Planning, Decision Making – Types of Decision; Decision Making under Certainty, Uncertainty and Risk – Modern – Approaches to Decision Making.

Organising -Concept, Principles, Organisation Structure- Mechanistic and Organic – Project and Matrix – Formal and Informal – Chain of Command, Span of Management, Authority, Power- Line and Staff – Functional Authority- Decentralisation, Delegation – Recent Trends.

Unit 3: Human Resource Planning and Development :Concept; Human Resource

Planning, External and Internal Sources – Recruitment, Selection, Placement, Training and Development –Performance Appraisal – Promotion- Motivation, Leadership and Communication: Leadership – Concepts- Behaviour and Styles, Situational Approach; Dynamics of Motivation: Concept, Theories of Motivation, The Need Hierarchy - Hygiene Approach – The Expectancy Theory, The Vroom's Theory, The Porter and Lawler Theory, McClelland's Needs Theory – Job Enrichment – Morale - Organisational Communication: Concept-Communication System – Barriers to Communication – Effective Communication

Unit 4:Control: Concept Nature, Control Process – Critical Control Points and

Standards –Requirements of Effective Control – T.Q.M- Bench Marking and ISO 9000 Series.

Unit 5: Strategy: Concepts, Definition Levels of Strategy formulation – Approaches to strategic decision making, goals, Mission, purpose and objectives – Strategic Business Unit (SBU), Functional level strategies-Environmental Analysis and Strategy formulation – Concept of Environment, Components – Types – Environment Scanning and appraisal, strategic advantage, Analysis and Diagnosis, SWOT Analysis, Strategic Planning process, Strategies, modernisation, diversification, integration, merger take over and joint strategies; turnaround, divestment and liquidation strategies process of strategic choice. Industry competitor and SWOT analysis – Factors affecting Strategic Choice, Generic competitive strategy, bench marking Tools for strategy formulation

References:

Ivanovich; John and Michuol T Matheson: Organisational Behaviour and Management, Business Publications Inc, Texas

Koontz Harold, Cyril O Donnell, and Heinz Wehrich, Essentials of Management, Tata McGraw Hill, New Delhi.

Robbins ,Stephen P and Mary Coulter; Management , Prentice Hall, New Delhi.

Luthans Fred ; Organisational Behaviour , McGraw Hill, New York.

Newstrom , John W and Keith Davis: Organisational Behaviour ; Human Behaviour at work, Tata McGraw Hill, New Delhi.

Koontz Harold and Wehrich Heinz, Management, (Tata McGraw Hill)

Putti, Management: A Funticonal Approach (SI), McGraw Hill.

Mc Farland Dalton E; Management, Collier Macmillan

Boone and Kurtz, Management; McGraw Hill

Dale Earnest, Management Theory and Practice, Tata McGraw Hill.

George Claude S.(Jr), Management in Industry, (Prentice Hall)

Allen L.A., Management and Organisation-Tata McGraw Hill

Drucker Peter F, The Practice of Management, Allied Publishers

Drucker Peter F, Management; Tasks, Responsibilities, Practices, Allied Publishers

Glueck W. F, Management: The Dydon Press

Koontz Harold and O Donnell Cyril, Management; A Systems and Contingency Analysis of Managerial Functions-McGraw Hill

New Men Summer and Warren, Process of Management (Prentice Hall)

Massie J.L . Essentials of Management, Prentice Hall

Haynes and Massie, Management: Analysis, Concept and Cases

Prasad Lallan and Gulshan S.S.:Management Principles and Practice, S. Chand

Banerjee M., Modern Management

Niles Mary Crushing: The Essence of Management, Orient Longman

Terry George R., Principles of Management: Richard Irwin

Banerjee Shyamal, Principles and Practice of Management, Oxford and IBH
Publishing Pvt. Co. Ltd.

Burton Gene and Thakur Manab: Management Today, Principles and Practice(Tata
McGraw Hill)

Appleby Robert C, Modern Business Administration, Macmillan

Harvard Business Review



M.COM (PREVIOUS)

(Semester System)

I Semester

Paper CM: 402 Statistics for Business and Management-I

Unit 1: Laws of indices and binomial theorem : Indices and surds – Position of terms – Binomial coefficients.

Unit 2: Sequences and Series : Sequences, Arithmetic Progression, Geometrical progression

Unit 3: Time series analysis: Components – Models- Editing time series- Measurement of secular trend – Measurement of seasonal variations- deseasonalization – Measurement of cyclical variations – forecasting.

Unit 4: Multiple correlation and Multiple regression : Types of correlation- Measurement of correlation- Probability error of coefficient of correlation, Karl Pearson's covariance – Regression analysis, comparison of correlation and regression.

Unit 5: Statistical Quality Control: X-chart, R-chart – P-chart, and c-chart.

Reference:

- Ajay Goel, Alka Goel: Taxmann's Mathematics and statistics
- Hall and Knight: Introduction to algebra.
- Sanchethi and Kapoor: Business Mathematics
- Krishna Moorthy: Pre University Mathematics
- Elhance D.N: Fundamental Statistics.
- S.P.Guptha: Statistical Methods.
- Levin C. Rubin: Statistics for Management

**M.COM. (PREVIOUS)
(Semester System)**

I Semester

PAPER: CM 403: MANAGEMENT SCIENCE -I

Unit 1: Introduction – History – Nature – MS and Systems Approach – Mathematical Models in MS- Role model play in MS –MS and Functional areas of Business – Contributions of MS

Unit 2: Assignment problems – Balanced and Unbalanced – Hungarian and Modified Hungarian method of solving Assignment problems – Travelling Salesman problem solution through Branch and Bound Techniques

Unit 3: Linear Programming – Basic Concepts – Model Formulation – Graphical Solution -Simplex Method and Solution procedure – Maximisation and Minimisation Solution procedure

Unit 4: Linear Programming with mixed constraints - Infeasibility – Unboundedness – Degeneracy – solution through Two phase method – Duality – Dual and Prim method of solution to linear programming problems

Unit 5: Production Sequencing Model – Flow Shop Sequencing for two machines – three machines – ‘N’ machine – Concept of Make Span and its calculations

Unit 6: Transportation problem – Methods – North West Corner – Row and Column Minima Method – Matrix Minima – Vogel’s Method – Modi Method and Stepping Stone Method.

References:

- 1) Management Science: An Introduction by Danenbring David G and Starr Martin K -(Megraw Hill)
- 2) Introduction to Management Science – by Lee Sang M (The Dryden press)
- 3) Fundamentals of Operations Research – Aekoff RL and Sasian: (Diley, New York)
- 4) Applied programming for Management - Loomba NP and Turban E – Holt, Rinehart – and Loinston, Newyork)
- 5) Principles of operations Research – Wagner H.M – (Prentice Hall)
- 6) Operations Management problems and models Buffa ES (Wiley, New York)
- 7) Production Inventory System: Planning and Control – Buffa ES and Taubert WH (Irwin-Iulinois, USA)
- 8) Queues, Inventories and maintenance – Morse PM – (Wiley, Newyork)
- 9) Problems in operations Research – principles and solutions –PK Gupta and DS Hira (S. Chand, New Delhi)
- 10) Operations Research for Technical and Managerial courses - S Bhaskar – (Anuradha Agencies, Kumbakonam)
- 11) Operations Research and Quantitative Analysis – PK Gupta, Man Mohan (Sulthan Chand, New Delhi)
- 12) Quantitative Techniques – CR Kothary (Vikas Publishing Home, New Delhi)
- 13) Operations Research - SD Sharma (Kedar nath and Ram nath & meerut)

- 14) Kleinrock LQuening Systems – Klein rock L (2 volumes Wiley, New York)
- 15) Contemporary operations Management – Cool Rusell (Prentice Hall)
- 16) PERT AND CPM: Principles and Applications- LS. Shrinath (Affiliated East-West press Pvt. Ltd., New Delhi)
- 17). Operations Research -BS Goel, SK Mittal (Pragathi Prakashan, Meernt)
- 18) Operations Research : An introduction- Prem Kumar Gupta and DS Hira (S.Chand, New Delhi)
- 19) Problems in Operations Research : Methods and Solutions – PK Gupta (S. Chand, New Delhi)



**M.COM. (PREVIOUS)
(Semester System)**

I Semester

Paper: CM 404: Advanced Financial and Cost Accounting - I

(Financial Accounting)

Unit 1: Company accounts – Statutory Financial Statements – Accounting Reports – Best presented accounts – accounting for amalgamations – Corporate Restructuring

Unit 2: Issue of Shares –Redemption of preference shares - Issue, Redemption and conversion of debentures- Final accounts of companies.

Unit 3: Valuation of Goodwill and shares – Factors – precautions – Need – Methods of valuation of shares and Goodwill

Unit 4: Amalgamation, Absorption and External Reconstruction – Purchase Consideration – Methods of calculation – liquidation Expenses – Accounting Treatment.

Unit 5: Company Liquidator accounts – legal provisions – preferential payments – Statement of affairs – liquidators joint statement and accounts

Unit 6: Accounts of Holding companies – Requirements – Principles of consolidation – consolidated balance sheet – Consideration- Estimation – Treatment

References:-

1) R.L Gupta and M.Radha Swamy – Advanced accountancy (S.Chand)

1) M.C Shukla and T.S Grewal – Advanced accounts

2) B.S Raman – Advanced Accounts

3) Chakaravathy – Advanced Accountancy

4) Sickle – Advanced Accountancy

5) Bottliboy – Advanced Accountancy

6) Advanced Accounting by the institute of Chartered accountants of India

7) Reports, journals published on the subject from time to time

**MCOM PREVIOUS
(Semester System)**

I Semester

Paper: CM 405: Managerial Economics

Objective:- This course develops managerial perspective to economic fundamentals as aids to decision making under given environmental constraints.

Course Inputs:-

Unit 1:Nature and Scope of Managerial Economics: Objective of a firm, Economic theory and managerial theory; Role of Managerial Economists – responsibilities : Core economic concepts – incremental principle, opportunity cost principle, discounting principles equi-marginal principle.

Unit 2:Demand Analysis :- Individual and market demand functions: Law of demand, determinants of demand – Elasticity of demand, - meaning and importance, price elasticity, Income elasticity and cross elasticity, Application of elasticity in managerial decisions.

Unit 3:Production Theory:- Production function – Production with one and two variable inputs; stages of production; Economics of scale, Estimation of production function – Cost theory and estimation; Economic value analysis; short and long run cost functions – nature, shape and inter relationship , Law of variable properties, Law of returns to scale.

Unit 4:Price Determination under different market conditions and Pricing Practices – Characteristics of different market structures – price determination and firm's equilibrium in short run and long run under perfect competition, monopolistic competition, oligopoly and monopoly Pricing Practices – Methods of price determination practice pricing of multiple products, price discrimination, International price discrimination and dumping, Transfer pricing.

Unit 5:Business Cycles: Nature and phases, of a business cycle, theories of business cycle – psychological, profit, monetary, innovation, Cobweb, Samuelson and Hubs theories

Reference:

Baumol, William J: Economic Theory and Operations Analysis, Prentice Hall, London.

Baya, Micheal R: Managerial Economics and Business Strategy, McGraw Hill Inc. New York.

Chopra, O.P: Managerial Economics, Prentice Tata Mc Graw Hill, Delhi

Dean, Joel: Managerial Economics, Prentice Hall, Delhi.

Dholokia, R.H. and A.L.Oza: MacroEconomics for Management Students, Oxford University Press, New Delhi.

Eaton, B.Curtis and Diane Faton: MicroEconomics, Prentice Hall, New Jersey.

Gough, J. and S. Hills: Fundamentals of Managerial Economics, MacMillan London.

Haynes, W.W., V.L.Mote and S.Paul: Managerial Economic Analysis and Cases, Prentice Hall India, Delhi.

Peterson, H. Craig and W. Cris Lewis: Managerial Economics, Prentice Hall, Delhi.

Salvatore, Dominick: Managerial Economics in a Global Economy, McGraw Hill, New York.

Varian, H.R: International Microeconomics: A Modern Approach, East West Press, New Delhi.

Varshney RL and Maheshwari KL: Managerial Economics; Sultan Chand and Sons, New Delhi.

Dwivedi DN: Managerial Economics, Vikas Publishing House, New Delhi.

Adhikary M. Business Economics, Excel Books, New Delhi.

MCOM (PREVIOUS)

II Semester

PAPER: CM 451 : BUSINESS ENVIRONMENT

Unit 1: Conceptual Framework of Business Environment : Concept , Significance, and Nature of Business Environment – Internal and External, Changing Dimensions of Business Environment, Techniques of Environmental Scanning and Monitoring.

Unit 2: Economic Environment of Business: Significance – Elements- Economic Systems and Business Environment- Government Policies- Industrial Policy, Fiscal Policy, Monetary Policy, EXIM Policy- Development Banks and Promotion of Indian Business, Economic Reforms, Liberalisation.

Unit 3: Politico- Legal Environment, of Business: Critical Elements of Political Environment; Government and Business, Changing Dimensions of Legal Environment in India, MRTP Act, FEMA and Licensing Policy, Consumer Protection Act of 1986.

Unit 4: Socio- Cultural Environment: Critical Elements of Socio- Cultural Environment, Social Institution and systems, Social Values and Attitudes, Social Groups, Social Change and Corporate Choice, Dualism in Indian Society and problems of Uneven Income Distribution, Indian Business System, Social Responsibility of Business, Consumerism in India.

Unit 5: Global Environment: Multinational corporations, Foreign Collaborations and Indian Business – Non-Resident Indians and Corporate Sector, WTO , Foreign Trade Policies.

Reference:

- Thomas T. “ Managing Business In India” (Allied Publishers, Bombay)
- Jan – Erik Lane “State and Market; the politics of the Public and Private”(Sage)
- Dumfee, etal “ Business and its Legal Environment” (Prentice Hall)
- Bertozzi-Burgunder, “Business, Government, and Public Policy, Concepts and Practices” (Prentice Hall)
- Buchholz “Business Environment and Public Policy; Implication for Management and Strategy formulation” (Prentice Hall)
- Swyer “Business and its Environment;Managing Social Impact” (Prentice Hall)
- Buchhloz “Fundamental Concepts aqnd Problems in Business Ethics” (Prentice Hall)

- Victor “ Strategic Management in the Regulating Environment cases and industry Notes” (Prentice Hall)
- Parag Diwan L.N. Aggarwal –Business Environment (Excel Book New Delhi)
- Jeffrey A. Barach - The Individual Business and Society (Prentice Hall –New Jersey)
- Sudhir Lakhanpal - Dynamics of Strategic Management (Anmol Publications Pvt. Ltd. New Delhi)
- F. Cherunilam -Business & Govt (Himalaya Publishing House)
- Robert J. Mockler -Business and Society (Harper &Row Publishers, NewYork)
- Robert W. Ackerman, The Social Challenge to Business- (Harvard University Press, Cambridge)



M.COM.(PREVIOUS)
(Semester System)
II Semester

Paper: CM 452: Statistics for Business and Management - II

Unit 1: Matrix Algebra; Addition, Subtraction, Multiplication of Vectors – Matrices/Matrix –cofactor – Inverse Matrix, Adjoint Matrix – Determinants – Solution to Simultaneous equations.

Unit 2: Equations; Linear, Quadratic, Cubic and Higher order.

Unit 3: Permutations and combinations: Fundamental Rules of Counting/ Permutation/factorial notation/ Permutation of ‘n’ different things/ Circular Permutations/Permutations of things not all different, Restricted Permutations/ Combination/Complimentary theorem; Restricted Combinations; Combination of things not all different.

Unit 4: Probability and Probability distribution; Introduction, Terminology, Types, Probability theorems; Additions, Multiplications; conditional probability; Baysian theorem Mathematical expectations; Random variable and probability distribution; Binomial, poison and normal distributions.

Unit 5: Tests of Hypothesis; Theory of sampling and estimation; point estimation and interval estimation; standard errors; Tests of hypothesis for attributes, large samples, small samples- ‘t’ test, ‘f’ test ‘2’ test, Chi –square test; Analysis of variance (ANOVA) – one way and Two way classification – Factor and Cluser analysis.

Reference:

- Ajay Goel Alka Goel: Taxmann’s Publications: Mathematics and Statistics
- Hall and Knight: Introduction of Algebra
- Sanchetti and Kapoor: Business Mathematics
- Krishna Moorthy: Pre-University Mathematics
- Elhame D.N. : Fundamental Statistics
- S.P. Gupta: Statistical methods
- Levin and Rubin: Statistics for Management

M.COM. (PREVIOUS)
(Semester System)
II Semester
PAPER: CM 453: MANAGEMENT SCIENCE – II

- Unit 1:** Branch and Bound Techniques - Nature – Concept – Feasible and Non-feasible Method of problem solution
- Unit 2:** Games and Strategies – Games Matrix – Two Persons zero sum Game – Mixed and Pure Strategy – Games evaluation – Dominance Method – 2 XM and MX 2
 Games – Graphical Solutions to Games – Solution by Linear Programming Method
- Unit 3:** Inventory Planning – Model – Basic Guidelines – phases- Decisions – Costs – EOQ Model – Stock outs – Safety Stock – Decisions regarding Safety Stocks and Costs
- Unit 4:** Dynamic Programming – Concepts – Shortest Route Problem and Procedure – KNAP SACK problem and solution – Stage Coach problem and procedure – Off day Scheduling and part time workers Scheduling Models
- Unit 5:** Project Management and Network Models – PERT and CPM – Short Route – problems and solution procedure – Minimal Spanning tree problem solution procedure – Backwardation and forwardation problem solution procedure.
- Unit 6:** Waiting Line and Queuing Theory – Basic Structure – Models – Decisions – Assumptions – components – (Theory only) – Markovian Chain and Models – Assumptions – Solutions through the Matrix and Simultaneous equation method of Transitional probabilities .

References:

- 1 Management Science: An Introduction by Danenbring David G and Starr Martin K -(Megrav Hill)
2. Introduction to Management Science – by Lee Sang M (The Dryden press)
- 3 Fundamentals of Operations Research – Aekoff RL and Sasian: (Diley, New York)
- 4 Applied programming for Management - Loomba NP and Turban E – Holt, Rinehart – and Loinston, Newyork)
- 5 Principles of operations Research – Wagner H.M – (Prentice Hall)
- 6 Operations Management problems and models Buffa ES (Wiley, New York)
- 7 Production Inventory System: Planning and Control – Buffa ES and Taubert WH (Irwin-Iulinois, USA)
- 8 Queues, Inventories and maintenance – Morse PM – (Wiley, Newyork)
- 9 Problems in operations Research – principles and solutions –PK Gupta and DS Hira (S. Chand, New Delhi)
- 10 Operations Research for Technical and Managerial courses - S Bhaskar – (Anuradha Agencies, Kumbakonam)
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- 12 Quantitative Techniques – CR Kothary (Vikas Publishing Home, New Delhi)
- 13 Operations Research - SD Sharma (Kedar nath and Ram nath & meerut)

- 14 Kleinrock LQuening Systems – Klein rock L (2 volumes Wiley, New York)
- 15 Contemporary operations Management – Cool Rusell (Prentice Hall)
- 16 PERT AND CPM: Principles and Applications- LS. Shrinath (Affiliated East-West press Pvt. Ltd., New Delhi)
- 17 Operations Research -BS Goel, SK Mittal (Pragathi Prakashan, Meernt)
- 18 Operations Research : An introduction- Prem Kumar Gupta and DS Hira (S.Chand, New Delhi)
19. Problems in Operations Research : Methods and Solutions – PK Gupta (S. Chand, New Delhi)



**M.COM. (PREVIOUS)
(Semester System)**

II Semester

Paper: CM 454: Advanced Financial and Cost Accounting-II

(Cost Accounting)

Unit 1:Books of accounts in cost accounting – Reconciliation of Financial and Cost accounts. Integrate or integrated accounting.

Unit 2:Detailed methods of Job Costing , contract and Batch Costing, unit, operating and multiple costing.

Unit 3:Process costing, operation costing – Joint and By products – accounting treatment of Serb waste, 8 postage and defective work in cost accounts.

Unit 4:Budgets and budgetary control – importance - organisation – preparation of financial budgets – Master Budgets - Flexible budgets, Zero Based budgeting – Budget Reports

Unit 5:Marginal Costing and Break even analysis – problems connected with – Marginal Costing and CVP analysis – preparation of various Break Even Charts.

Unit 6:Standard Costing and variance analysis – concept of standard costs – uses of standard product costs- Fixation of standard costs – Material – Labour – overhead, profit and sales variances leading to decision making and Reporting.

References:-

- 1) Shilling law – Cost Accounting: Analysis and Control
- 2) Nigam and Sharma - Advanced Cost Accounting.
- 3) Wheldon – Cost Accounting
- 4) Wheldou’s Costs accounting and Costing CWJ Oowler and JI Brown
- 5) N.K Prasad – Principles and Practice of Cost accounting.
- 6) Charles T Horngreen – Cost accounting: A managerial Approach.
- 7) Charles T Horngreen – Advanced Cost Accounting.
- 8) S.P.Jain and K.L Narang – Advanced Cost Accounting.
- 9) R.K.Gupta – Principles and Practice of Cost Accounting.
- 10) Boleker and Weltner – Cost Accounting.
- 11) Bhabatosh Banerjee - Cost accounting
- 12) Financial Decision – Making – John J Hampton
- 13) B.K. Bhar – Cost accounting methods and problems.
- 14) Arora - Cost Accounting
- 15) Khanna, Ahuja and Pandey – practical costing
- 16) M.C. Shukla – cost accounting
- 17) Chaudhari – Cost Accounting.

Journals:

- 1) Management Accountant -ICWAI, Calcutta
- 2) Chartered Accountant - ICA, New Delhi
- 3) Cost audit Booklets published by the IVWA of India – calcutta

M.COM. (PREVIOUS)
(Semester System)
II Semester
Paper: CM 455: Strategic Marketing Management

Unit 1: An overview of strategic marketing management (SMM): Nature of marketing philosophies, concepts and approaches- relationship marketing- components of SMM..

Unit 2: Marketing-strategy interface: Nature of the marketing environment- mission- marketing audit and SWOT analysis-growth-share matrix-approaches to competitor analysis- competitive advantage and Porter's three generic strategies- strategies for market leaders, followers, challengers and nichers- approaches to customer analysis-factors influencing consumer behaviour- buying decision process-elements of marketing mix.

Unit 3: Marketing segmentation, targeting and positioning: Approaches to and bases for segmenting consumer and industrial markets- market targeting and product positioning-product life cycle- new product development process- service marketing.

Unit 4: Promotion Mix: Advertising objectives, budget, message, media, and measurement- sales promotion- public relations- personal selling.

Unit 5: Strategic evaluation: Marketing Control-social marketing-green marketing-global marketing- ethical issues and dilemmas in marketing.

References:

- *Baker, M.J., (1985), Marketing Strategy and Management, London: Macmillan.
- *Christopher, M.G., Payne, A and Ballantyne, D (1991), Relationship Marketing, Oxford: Heinemann.
- Cravens, D.W. (1990), Strategic Marketing, Homewood, Illinois: Irwin.
- *Fifield, P. and Gilligan, C.T. (1996) Strategic Marketing Management: Planning and Control, analysis and decision, Oxford: Butterworth-Heinemann.
- *Fuld, L.M (1995) The New Competitor Intelligence, New York: Wiley.
- *Kerin, R.A and Peterson, R.A. (1993) Strategic Marketing Problems: Cases and Comments. Boston, Mass: Allyn and Bacon.
- *Kotler, P. (1997) Marketing Management: Analysis, Planning, Implementation and Control, Upper Saddle River, N.J.: Prentice Hall.
- *Mekenna, R. (1991), Relationship Marketing, Reading, Mass: Addison Wesley.
- *Porter, M.E. (1985), Competitive Advantage: Creating and Sustaining Superior performance, New York: Free Press..
- *Porter, M.E. (1990), The Competitive Advantage of Nations, New York: Free Press.
- *Schiffman, L.G. and Kanuk, L.L. (1983) Consumer Behaviour, Englewood Cliffs, NJ: Prentice Hall.
- *Wilson, R.M.S. and Gilligan, C.(1999) Strategic Marketing Management: Planning, Implementation and Control, New Delhi: Viva Books Private Limited.

M.COM. (FINAL)
(Semester System)

III Semester

Choice-Based Credit System
(Choice-based Paper- M.Com Course)
Paper: CM 501: Personal Savings and Tax Planning (4 Credits)

Instruction Hours: Theory = 50 }
Practicals = 20 } 70 hours

Unit 1: Introduction to Savings and Investment: Meaning, definition and nature of investment. Savings and Investment, Investment Objectives, Investment process, speculation and investment, gambling and investment. Risk and return analysis of investment, Common errors in investment management, qualities for successful investing. (20)

Unit-2: Investment alternatives: Non-marketable financial assets, Money market instruments, Fixed income securities, Equity shares, Mutual funds, Financial derivatives, Life insurance, Real estate, Precious objects. Comparison of various investment avenues. (15)

Unit 3: Introduction to Income Tax: Meaning, Assessment Year, Previous Year, Assessee, Residential status of assessee. Heads of Income - income from salary, income from house property, income from business or profession, income from capital gains, income from other sources. (15)

Unit 4: Tax Planning: Exemptions u/s 10 Deductions:- u/s 80 C to 80 U. (10)

Unit 5: Computation of Income Tax: Gross total income, taxable income, Tax rates of the previous assessment year, false returns of income forms. (10)

References:

- 1) Dr.H.C Mehrotra & Dr.S.P Goyal:- Business Taxation; Sahitya Bhavan.
- 2) Dr.Vinod.K, Singhanian & Dr.Kapil Singhanian “Direct taxes Law & practice” Taxman Publication.
- 3) Prasanna Chandra “Managing Investment” Tata McGraw Hill.
- 4) Preethi Singh “Investment Management” Himalaya Publisher.
- 5) Edwin J Elton “Modern Portfolio Theory and Investment analysis – John Wiley & sons.

**M.Com (Final)
Semester System
III Semester**

Paper: CM 502: International Business Environment

Unit 1: International Business: Nature, Importance, and Scope – Framework for Analysing International Business Environment – Geographical, Economic, Socio-cultural, Political and Legal Environment – MNCs – Concept – MNCs & Host and Home Country Relations.

Unit 2: Forces of Globalisation : A brief Historical Background - The Decision to Globalise – Reasons for the Firm to Go Abroad - How the Firm Should Go Abroad – The Modes of Entry - Brief Overview of International Trade Theories.

Unit 3: Foreign Exchange: Capital Flows – Foreign Investment Flows & Barriers – Depreciation, Appreciation, Premium & Discount - Purchasing Power Parity – Foreign Exchange Market – Foreign Currency Features – Revenues and Pricing Strategies.

Unit 4: The Trading and the Regulatory Environment of International Business: The Trading Environment - Bilateral and Multilateral Trade Laws – International Economic Institutions and Agreements – WTO, UNCTAD, IMF, World Banks – Regional Trading Arrangements ; Regulatory Environment - The Types of Laws in Different Parts of the World - Basic Principles of International Law for Business.

Unit 5: The Ethical, Social Responsibility, and Cultural Environment of International Business: MNC and Social Responsibility – Ethics in International Business – Country Risk Analysis – Political Risk Analysis – Essence of Culture – The Impact of Culture on Managerial Behaviours.

Unit 6: Designing Organisations for International Environments: Basic Principles – Differentiation Vs Integration – Formal Vs Informal Structures – Centralised Vs Decentralised Structures – Recent Developments in International Business - IT and International Business.

References:

1. Akira Takayama – International Trade – (Holt, Rinehart and Winston, Inc, Newyork)- 1972.
2. Richard N. Farmer and Barry m.Richman-International Business an Operational Theory – (Richard D. Irwin, Inc, Homewood, Illinois) - 1966
3. Paul Hallwood and Ronald Mac Donald – with contribution from Robert Shaw. (Basil Blackwell) – 1989.
4. Virgil Salera – Multinational Business – (Houghton Mifflin Company Boston) – 1969
5. Sanjaya Lall and Paul Streeten – Foreign Investment, Transnationals and Developing Countries – (MacMillan) - 1980
6. Reuber L . Grant with H. Crookell, M. Emerson and G.Gallais – Hamonno – Private Foreign Investment in Development – (Clarendon Press Oxford) – 1973.
7. Exchange Rates and Open Economy Macro- economics – Edited by – Ronald Mac Donald and Mark P Taylor – (Basil Blackwell) 1989.

8. Francis Cherunilam – International Business (Second Edition)- (Wheeler Publishing) – 2001
9. Subba P. Rao – International Business Text & Cases.
10. James Taggart - The Essence of International Business – Prentice Hall (New Delhi) – 1995.
11. Deo Som – Multinational Corporations and Third World – Ashish (New Delhi) 1986.
12. Neil Wood- The Economics of Multinational Enterprise – Longmen (London)- 1979.
13. William A. Dymsha – Multinational Business Strategy – McGraw Hill (New York)-1972.
14. Anant K Sundaram / J. Stewart Black – The International Business Environment – Text and Cases – Prentice Hall of India – (New Delhi) – 1999.



M.COM.(FINAL)
(Semester System)
III Semester

Paper: CM 503 Foreign Trade and Policy

Unit 1: International Trade: Factors affecting international trade- theories of international trade- theory of comparative cost advantage- modern theory-factor proportion theory, terms of trade- Indian foreign trade-pattern of trade-direction of trade.

Unit 2: Foreign Trade Policy – Free Trade , Protection - Foreign Trade Policy of India since 1980.

Unit 3: Balance of payments: Components of BOP- Current account BOP (India) Capital Account BOP(India)- BOP Models.

Unit 4:Exchange and Trade Control: Objectives- exchange management, exchange control in India- FERA, RBI Provisions, Trade control- Trade control in India- Statutory provisions- import and export Control Act.

Unit 5: Foreign Trade Contracts- Documentary Credit- Documents in foreign trade- Foreign Draft, Transport documents, Insurance documents, other documents.

Reference Books:

- 
- Principles of Foreign Exchange – A.K. Chatterjee.
 - Money, Banking and International Trade- M.L. Seth
 - Foreign Exchange and Exchange and Exchange Arithmetic-Jeevanandan
 - Money, Banking Nd International Trade- K.P.M. Sundaram
 - International Trade and Finance Frontiers-Kennan Peter.B.
 - Wells S.J. International Economics- George Allen Unwin
 - Export Management – Dr. T.N.Ramakrishnan
 - Macro Economics - S. Shankaran
 - Indian Economics -K.K. Dewett, J.D Verma, M.L. Sharma.

M.Com.(Final)
Semester System
III Semester

Optional Stream -1: Financial Management and Investment Science(FMAIS)

Optional FMAIS PAPER: CM 504: CORPORATE ACCOUNTING

Unit 1: Overview of Accounting Theory-concepts and Conventions – Indian Accounting Standards(IAS) – Disclosure requirements.

Unit 2: Accounting For Price Level Changes –Limitations of Historical accounting – Concepts of Capital Maintenance – Methods of accounting for changing Prices – Current Purchasing Power Accounting(CPP), Current Cost Accounting(CCA) – Reporting the effects of changing prices.

Unit 3: Valuation Models – The concept of goodwill – Methods for goodwill valuation – valuation of shares – Methods of valuing shares – Intrinsic Value – Yield based valuation – Earning Capacity Method-Valuation based on Productivity – Dual Method of valuation of shares.

Unit 4: Human Asset Accounting – Objectives – Valuation Models – Cost Based Methods – Acquisition Cost –Replacement Cost – Economic Value Models – Lev and Schwartz Model – Flamholtz Model – Hermanson's unpurchased goodwill Method – Hermanson's Adjusted Discounted Future wages Model - Valuation on a group basis – Evaluation of the Valuation Models.

Unit 5: Lease Financing – Concepts of leasing – Forms of lease financing – Economics of leasing - Financial evaluation of leases from lessee's and lessor's point of view.

References:

- Kohler Eric, Dictionary for Accountants, (Prentice Hall).
- Eldon S Hendriksen, Accounting Theory Revised Edition, (Richard D. Irwin. Inc, 1970)
- Welsch Glenn A, Anthony Robert N and Short Deniel , Fundamentals of Financial Accounting (Richard D. Irwin)
- Meigs Walter and Meigs Robert, Accounting- A Basis for Business Decision Making (McGraw Hill)
- Mosich A.N. and Larsen Jhon E, Modern Advanced Accounting (McGraw Hill)
- Keiso and Weygandt, Intermediate Accounting (John Wiley and Sons)
- Davidson S, Stickney CP and Weil Roman, Intermediate Accounting (Holt Saunders)
- Baker, Lembke and King, Advanced Financial Accounting (McGraw Hill)
- Hawkins, Corporate Financial Reporting and Analysis (Dow Jones Irwin)
- Rathore Shirin, International Accounting(Prentice Hall)

- Woolf Emile and Tanna Suresh, Understanding Accounting Standards,(Mc Donald Evans)
- Vanhorne James C, Financial Management and Policy (Prentice Hall)
- Gitman Lawrence J, Principles of Managerial Finance (Harper & Row)
- Brigham Eugene, F, Fundamentals of Financial Management (The Dryden Press)
- Brealy Richard A, Myers Stewart C, Principles of corporate Finance (Prentice Hall)



**M.Com. (Final) –
(Semester System)**

III Semester

Optional Stream 1: Financial Management and Investment Science (FMAIS)

Optional(FMAIS)Paper: CM 505 Security Analysis and Portfolio Management -I

Unit 1: Introduction: Investment- The Investment Process- Development of Financial System in India- Structure of Financial Markets- Avenues of Investments- Financial Institutions- Mutual Funds- Concepts- Constitution of Mutual Funds- Functions of Asset Management Companies-Regulation of Mutual Funds- Evaluation of Indian Financial System- Recent Development in the Financial System.

Unit 2: New Issues Market and Stock Exchanges: Methods of floating New Issues- Stock Exchanges-Growth and Functions- BSE- OTCEI- NSE- ISE- Mechanics of Security Trading in Stock Exchange –Insider Trading- Legal Control of Stock Exchange in India-SEBI- Market Indices- Methods of computing Market Indices.

Unit 3: Behaviour of Capital Markets: Fundamental Analysis-Economy, Industry and Company Analysis- Valuation of Securities- Equity Shares- Bonds Valuation- Immunisation-Duration- Technical Analysis-Dow Theory and its basic tenets- Charts and Signals-Technical Indicators-ROC-Moving Averages-Oscillators-Stochastics-Relative Strength Index.

Unit 4: Efficient Market Theory: The Concept of Efficient Market – Forms of Efficient Markets – Weak, Semi-strong and Strong Forms – Tests of weak, Semi- Strong and Strong forms-Market Anomalies – Implication of Random walk for Technical and Fundamental Analysis, Market Rationality.

Unit 5: Portfolio Analysis and Risk: Concept of Risk – Systematic and Unsystematic - Security Returns – Investors Attitude towards risk and Return. Portfolio Analysis and Portfolio Selection – Markowitz Model - Efficient Frontier – Graphical Presentation - Portfolio Diversification – Indifference curves – Utility Analysis

References:

- Francis Jack Clark, Investments-Analysis and Management, (McGraw Hill)
- Elton Edwin J and Gruber Martin J, Modern Portfolio Theory and Investment Analysis, (John Wiley and Sons)
- Sharpe William F, Alexander Gordon J, Bailey Jeffrey V, Investments, (Prentice Hall)
- Stevenson R.A. and Jennings E H, Fundamentals of Investments, (West Publishing Company)
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- Jones Charles P, Tuttle Donald L and Heaton Cherril, Essentials of Modern Investments, (Ronald Press Company, NY)
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- Rebell L Arthur and Gordon Gail, Financial Futures and Investment Strategy, (Dow Jones Irwin Illinois)
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- Levy Haim and Sarnat Marshall, Investment and Portfolio Analysis, (Wiley Series in Finance)
- Francis Jack Clark and Archer Stephen, Portfolio Analysis, (McGraw Hill series in Finance)
- Van Horne James C, Financial Management and Policy, (Prentice Hall)
- Hampton John, Financial Decision Making, (Prentice Hall)
- Fischer Donald E and Jordan Ronald J, Security Analysis and Portfolio Management, (Prentice Hall)
- Bodie Zvi, Kane Alex, Mrcus J Alan, Investments,. (McGraw Hill/Irwin)
- Martin J Pring, Technical Analysis Explained, (McGraw Hill)
- Machiraju, Indian Financial System, (Vikas Publishing House)
- Machiraju, The Working of Stock Exchanges in India, (Wiley)



(Semester system)
III Semester

Optional Stream–2:HUMAN RESOURCE DEVELOPMENT AND MANAGEMENT (HRDAM)

Optional (HRDAM)Paper CM 504: Human Resource Development

Unit 1:An overview of Human Resource Development: Concepts of education, training, and development – Distinction between human resource management and HRD – Theories of HRD: General systems theory, institutional theory, human capital theory, resource-based theory – Characteristics, role and relevance, nature and scope of HRD.

Unit 2:The national context – Nature and characteristics of labour markets – Public policy and infrastructure – Ministry of HRD: Structure, role and functions – Adult education – National education policy.

Unit 3: The organisational context – The external context – the internal context – Components of HRD: Employee training, management development, career development, and organisational development.

Unit 4: The HRD process: Individual, team, and organisational learning – Analysis of training needs – Designing and implementing HRD programmes – Evaluation of HRD contributions – purposes and processes of evaluation – Problems with evaluation.

Unit 5: Policy and ethics in HRD: HRD policy – The ethics of HRD – Learning organisation, lifelong learning, and knowledge management – Global HRD.

References:

- Harrison, R. (1997), Employee development, London: Institute of Personnel and Development.
- Mabey, C and Salaman, G (1995), Strategic Human Resource Management, Oxford: Blackwell.
- Rothwell, W.J. and Kasanas, H.C. (1989a), Strategic human resource development, Englewood Cliffs, NJ: Prentice Hall.
- ----- and----- (1989b), Human resource development: A strategic approach, Amherst, MA: HRD Press.
- ----- and ----- (1991) Strategic human resource planning and management, Englewood Cliffs, NJ: Prentice Hall.
- Stewart, J and McGoldrick, J (Editors) (1996), Human resource development: Perspectives, strategies, and practice, London: Financial Times/ Pitman Publishing.
- Stewart, J and Tansley, C (2002), Training in the knowledge based economy, London: Chartered Institute of Personnel and Development.
- Thomson, R. and Mabey, C (1994), Developing Human Resources, London: Butterworth-Heinemann.
- Walton, J (1999), Strategic Human Resource Development, Essex: Financial Times/Prentice Hall.
- Wilson, J (Editor) (1999) Human resource development, London: Kogan Page.

Journals

- Indian Journal of Training and Development
- International Journal of Training and Development
- Human Resource Development Quarterly
- Human Resource Development International
- Human Resource Development Review
- Organisational Dynamics



M.Com.(Final)
(Semester system)

III Semester

Optional Stream–2:HUMAN RESOURCE DEVELOPMENT AND MANAGEMENT (HRDAM)

Optional(HRDAM)Paper: CM 505 : Strategic Human Resource Management

Unit 1: Overview of Human Resources Management : History – Systems – Philosophy, policies, and Principles - SHRM – SHRM and PMIR -HRM Models – HR Department and Its Structure – Contemporary Challenges in HRM - Globalisation and Future of HRM

Unit-2: Human Resources Planning and Staffing: Human Resources Environment – Human Resources Planning Model - Job Analysis – Role Analysis – Recruitment and Selection Processes - Placement-Transfer, Promotion, Demotion, Career Planning and Development – Succession Planning.

Unit 3: Human Resources Development: Training, Education, and Development – Strategy and HRD – Relationship of HRD to other HRM Functions – Training Systems Model – HRD Instruments, Processes and Outcomes – HRD in the Future.

Unit 4: Compensation and Reward: Employee Satisfaction and Motivation Issues in Compensation Design – Establishing Internal Equity - Job Evaluation Methods – Establishing External Equity – Establishing Individual Equity - Administering Compensation Systems – Incentives – Fringe Benefits – Trends in Executive Compensation

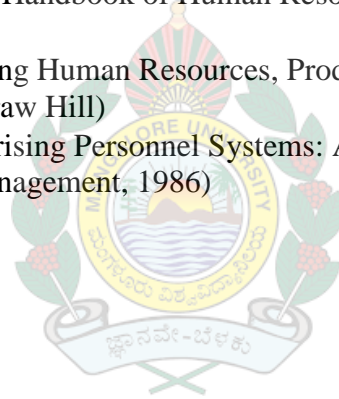
Unit 5: Performance Appraisal: Process – Strategic Importance – Functions – Criteria for a Good Appraisal System – Deciding What Types of Performance to Measure – Methods – Rates of Employee Performance – Performance Appraisal Interview – Performance Appraisal Systems in Indian Organisations.

Unit 6: Employee Relations and Organisational Exit: Labour-Management Relations- Strikes, Lockouts and Other Forms of Industrial Disturbances - Collective Bargaining Process – QWL Programmes – Absenteeism, Tardiness, and Labour Turnover – Causes & Consequences of Indiscipline - Hot-stove Rule - Disciplinary Procedures – Exit Interview – Downsizing – VRS – Retraining & Redeployment.

References:

- Anthony William P, Perrewe Pamela L and Kacmar Michele K , Strategic Human Resource Management, (The Dryden Press)
- Beer, M, Spector B, Lawrence PR, Mills DR and Walton RE, Managing Hyman Assets,(Free Press)
- Dowling P J and Schuler R S, International Dimensions of Human Resource Management , (PWS-Kent)

- Rowland K M and Ferris G R (eds) , Research in Personnel and Human Resource Management, (CT: JAI Press)
- Fombrun C , Tichy N, Devanna M.A. , Strategic Human Resource Management (Wiley)
- Solomon R C , Ethics and Excellence : Cooperation and Integrity in Business, (Oxford University Press)
- Ferris B R, Rosen S D and Barnum D T (eds), The Manual Human Resource Management, (Beacon Books)
- Rothwell William J and Kazanas H C, Strategic Human Resource Development, (Prentice Hall)
- Beardwell Ian and Holden Len, Human Resource Management : A Contemporary Perspective, (Macmillan)
- Story John (ed) New Perspectives on Human Resource Management, (Routledge)
- Peters T and Waterman R, In search of Excellence (Harper and Row)
- De Cenzo David A and Robins Stephen P, Personnel/Human Resource Management, (Prentice Hall)
- Monappa Arun, Managing Human Resources, (Macmillan)
- Monappa Arun, Managing Human Resources Management in MNC's: A Case Series, (IIM, Ahmedabad, 1994)
- Heyman J and Menson B, Managing Employer Involvement and Participation (Sage Publications)
- Armstrong Michael A, A Handbook of Human Resource Management, (Kogan Page)
- Cascio Wayne F, Managing Human Resources, Productivity, Quality of Worklife, Profits, (McGraw Hill)
- Evans Alastair, Computerising Personnel Systems: A Basic Guide , (London: Institute of Personnel Management, 1986)



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Semester System**

III Semester

**Optional Stream –3 :Banking and Insurance Management
(BAIM)**

**Optional (BAIM) Paper: CM 504 : Current Issues in
Banking**

Unit 1:Principles of Sound Banking – Portfolio Management – Analysis of Bank Portfolio – Principles of investment – Ends and means of Portfolio Management

Unit 2:Management Principles in Banks and Social and ethical issues – Management principles, organisation and structure of commercial banks in India – Organisational Pattern-Structure of Banking System in India-Types of Commercial Banks-Private, Nationalised, Foreign Banks-Management Principles in banks –Social and ethical issues in banking business.

Unit 3:Management Concepts in Banks- A brief study of the concepts of productivity and profitability- performance budgeting –Long range planning –Public Relations, cost control in banks- Management Information System in Banks – Bank Marketing- Customer service- Quality Circles in banks- Recent Trends

Unit 4:Resource Management –Deposit Mobilisation and credit allocation – priority sector lending – Lending under Government sponsored schemes like IRDP, TRYSEM, SEPUP, SEEU (etc) credit appraisal and recovery, credit plans, system of credit appraisal in banks- credit monitoring – Problems of overdues and recovery- non performing assets- credit evaluation strategy.

Unit 5:Current issues in banking: Rural banking, Branch expansion-service area approach, RRB's-Relationship banking-Universal banking-Bank mergers, Banking Reforms, Privatisation-Recent Trends.

References:

- Whittlesay: Principles and Practice of money and Banking
- Sayers R.S. Modern Banking: Oxford University Press.
- Lall Nigam B.M. Banking Laws & Practice, Konark Publishers.
- Desai Vasant, Indian Banking, Nature and Problems, Himalaya Publishing House.
- Report of the Banking Commission, Government of India, 1972
- Mithani D.M. , Money, Banking and Foreign Trade, Himalaya Publishing House
- Maheshwari S.N. Banking Theory, Law and Practice, Kalyani Publishers
- Chatterjee A.K, Management Technique of Banking: Himalaya Publishing House
- Lall Nigam B.M. , Financial Analysis- Technique for Banking Decision, Somaiya Publication
- Mehta R.R.S : Fundamentals of Banking – Himalaya Publishing
- Singh S. “Performance Budgeting for Commercial Banks in India”
- Khurana M.N.: Management Planning and Control System in Commercial Banks, Vikas Publishing House
- Ghosh D.N. Banking Policy in India , Allied Publishers

- Bexly J.B. Bank Management “ Houston Gulf Publishing House”
- Mago R.C. A Treatise on Practical Banking, National Publishing House
- Basu A.K. Fundamentals of Banking Theory and Practice, A Mukherjee and Co. Calcutta
- Shekhar & Shekhar: Banking Theory and Practice, Vikas Publishing House, Delhi
- Reserve Bank of India, Bulletins, Annual Reports,
- Trend and Progress of Banking in India – Statistical Tables Relating to Banks in India – Report of currency and Finance.
- Committee Report on the Financial system – 1991 Narasimham.



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Semester System**

III Semester

**Optional Stream–3: Banking and Insurance Management
(BAIM)**

Optional (BAIM) Paper: CM 505 Management of Life Insurance

Unit-1:Principles of life insurance: A brief history of life insurance, new trends in life insurance in India and abroad, Actuarial principle, chartered insurance institute in UK underwriting, underwriting management.

Unit-2:Risk Management and accounting: Accounting for life insurance companies, Taxation, investment, capital structure : Meaning of Risk Management, features, objectives, steps in the Risk Management process, implementing and administering the Risk Management programme, personal Risk Management, use of technology in Risk Management, Financial Analysis in Risk Management, Decision making Disaster Management. Tusanamy, Floods, Drought.

Unit-3:Actuarial valuation and claims: Principles and methods, bonus declaration, loans on policies, claim Management-settlement, maternity claims and pre matured claims.

Unit-4:Banc assurance: Combination of the banking and insurance business, difference between banking insurance and life insurance companies, Synergy between Banking and insurance companies. Domin knowledge of Private life insurance business companies in India, insurance consulting, insurance Broking and insurance and IT.

Unit-5:Management of life Insurance: Management of life insurance companies, Business strategy for life insurance companies, insurance marketing channels – promotion and selling its innovative products; postal life insurance.

References:

1. M.N.Mishra: Insurance Principles and Practice: Sultan Chand and Company, New Delhi.
2. Pande; Insurance Principles and Practice
3. M.J Mathew: Insurance Principles and Practice.
4. C.Arthur Williams. Jr, Michal L .Smith Peter C, Young: Risk Management and Insurance.
5. Dinsdale M.A: Elements of Insurance
6. Sharma R.S : Insurance Principles and Practice.
7. Dhavi B.S: Insurance Principles and Practice.

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Semester System**

III Semester

Optional Stream – 4 : Taxation (TXN.)

Optional (TXN.) Paper CM 504 : Fundamentals of Taxation and Tax Planning

Unit-1: Indian Income Tax Act of 1961 and income: Tax Rules as amended upto date, Previous year, assessment year, residential status, exemptions, assessee, person, agricultural income, casual income, capital and Revenue receipts and expenditure, demerger.

Unit-2: Heads of income: Computation of Heads of Income, deemed income, Black Money and Tax evasion, extent of Black Money, causes of Tax evasion- voluntary disclosure scheme, set off and carry forward of losses.

Unit-3: Tax planning and its methods: Advance Tax rulings, Tax Powers of the union and the states, Distribution of certain revenues between the union and the states.

Unit-4: Income Tax authorities: Assessment Procedure, filing of returns of individual and companies, Securities Transaction Tax (STT) and Tonnage Tax, withdrawal Tax, Expenditure Tax.

Unit-5: Deduction of tax at source, advance payment of Tax, refunds, appeals and revision, Permanent Account Number (PAN), Finance Commissions, Tax reforms committees.

Reference:

1. Dr.Vinod.K Singhonia, Income Tax, Tax Mann publication (P) ltd.
2. Dr.Bhagwati Prasad, Direct Taxes Law and Practice, Wishwa Prakashan, Delhi.
3. Agarwal P.K, Tax planning for companies. Hind Law Publishers New Delho.
4. Dr. H.C Methratra and Dr.S.P.Goyal, Income Tax law and practices, sahithya Bhawan publications, Agra.
5. M.M.Sury, Tax Structure Development in India, New Century Books News, New Delhi.

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Semester System**

III Semester

Optional Stream – 4 : Taxation (TXN.)

Optional (TXN) Paper: CM 505 : Indirect Taxation - I : Central Excise and VAT

Unit-1: Central excise duty: Background of central excise, central excise Tariff Act, 1985, excise and customs, octroi duty, power and duties of excise officer.

Unit-2: Basis of excise duty, specific duty, Advalorem duty, kinds of Excise duty, claims for rebate of excise duty, assessment and provisional assessment and recovery.

Unit-3: An overview of Central Excise and Salt Act 1994: Central Excise Rule, excisable Goods, second sale.

Unit-4: VAT: Modvat-Cenvat- Meaning, feature, customs, History of customs Act 1962, custom Tariffs, valuation, offences and penalties, adjudication, appeals, revision and duty draw back.

Unit-5: Books of accounts, Records and their preservation, Tax payers Identification Number (TIN), Return periodical-quarterly –yearly.

References:

1. V.S.Datey; Indirect taxes law and practice Tax man Pub. New Delhi.
2. Karnataka Sales Tax Act and Central Sales Tax Act
3. Central Excise Act and Customs Act.

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(Semester System)
IV Semester

Paper: CM 551:FINANCIAL MANAGEMENT

Unit 1: Overview of Financial Management : Role of Finance in Business Firm- Profit Maximisation Vs Wealth Maximisation – Managerial Actions to Maximise Shareholders Wealth – Functions of the Financial Manager.

Unit 2: Management of Working Capital : Working Capital Terminology- Determinants of Working Capital- Determining the Financial Mix – Aggressive, Conservative, Matching Approaches- Trade-Off between Profitability and Risk , Cash and Marketable Securities Management.

Unit 3: Receivables and Inventory Management: Receivables Management- Credit Policies- Credit Standards, Credit Analysis- Credit Terms- Cash Discounts, Credit Period- Collection policies- Types of Collection Techniques- Factoring- Inventory Management- The Basic EOQ Model- Re-order Point- ABC System- Just-In-Time (JIT)- The Relationship between Receivables and Inventory.

Unit 4: Dividend Theories: Walter's Model – Gordon's Model – Modigliani Miller Hypothesis – Types of Dividend – Cash Dividend, Non- Cash Dividends, Stock Splits – Corporate Dividend Practice in India.

Unit 5: Mergers and market for control: Sensible motives for mergers-Types- Financial evaluation of Mergers: Earnings and market value approach – Merger as a capital Budgeting Decision – Tender offers – sell-offs – corporate spin-offs, Equity carve-outs – Leveraged – Buy-outs(LBO) – Leveraged Capitalisation.

Unit 6: Financial services – Theoretical Foundations for various financial services – Merchant Banking , Venture Capital – Forfaiting, credit cards – recent Developments.

References:-

- Gitman Lawrence, Principles of Managerial Finance , (Harper & Row)
- Bringham Engene F, Fundamentals of Financial Management (The Dryden press)
- Schall Lawrence D and Haley Charles W, Introduction to Financial Management, Prentice Hall
- John J Hampton , Financial Decision Making, Fourth Edition(Prentice Hall,New Delhi)
- Van Horne James C, Financial Management and Policy (Prentice Hall)
- Solomon Ezara, The Theory of Financial Management , (Columbia University Press)
- Martin Scott and Keown Petty , Basic Financial Management (Prentice Hall)
- Gordon M , The Investment and Financing and Valuation of the Corporation, (Richard D Irwin)
- Khan M Y, Financial Services, (Tata McGraw Hill)

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(Semester System)
IV SEMESTER

Paper: CM 552 : Insurance Management

Unit 1: Introduction to Insurance – Financial Crisis – pricing – Investment and solvency – Principal and Agent problems

Unit 2: Economics of Risks and Insurance – Concept – Fundamentals of Risk and uncertainty - Economics Development and Insurance – Role of Government in Insurance

Unit 3: Insurance Risk Management – Integration – Dimensions – Practices – Disaster Management – RM and Insurance companies.

Unit 4: Legal Issues in Insurance – efficiency – Demand – Social Insurance and Pension Plans – Health Related Issues.

Unit 5: Insurance Industry and Markets – Structure – Regulation – Attitude – Indian Insurance Market - Banking and Insurance – Other Related Financial Services

Unit 6: Accounts of Insurance Companies – Regulations and Forms – Final Accounts of Insurance Companies .

References :-

- Walter Rielhoz and Partrier liedthe – Strategic Issues in Insurance.
- Ben G Baldwin – New Life Insurance Investment Advisor.
- Christopher L Culp – Art of Risk Management
- Eric Breys – Insurance from under writing to derivatives (Asset Liability Management): Dimensalisation.
- EMMELT J Vaughan – Essentials of Risk Management and Insurance.
- Herold D Jr Skipper – International Risk and Insurance: An environmental Management approach (Irwin McGraw Hill)
- Williams, Smith and Young – Risk Management and Insurance, 8th Edition
- Parker and Beaver – Risk Management – Challenges and solutions.
- Lau A.C.K – Risk Management Society Publishing, 1992 (6)
- Wasow, Bernard and Raymond D.Hill (Editors) the Industry in Economic Development University press, New York, 1989.
- Philip Kepter – Risk Management and Insurance, 2nd Edition 1998
- Advanced Accountancy By R L Gupta
- Advanced Accounts By M.C Sukla
- Advanced Accounts By B.S.Raman
- Advanced Accountancy By Chakravarthi
- Advanced Accounts – S.P Jain and KL Narang
- T.S. Mann – Law and practice of Life Insurance in India
- S.R Diacon and R.L Cartee – Success in Insurance.
- Marks DORF Man – Introduction to Insurance
- George E Rejda – Social Insurance and Economic Security
- S.S. Huelouer Kenneth Blach Jr Life Insurance.

M.Com.(Final)
(Semester System)
IV Semester
Paper: CM 553: Marketing Research

Unit 1: An overview of Marketing Research: Meaning- Market Research vs Marketing Research- Marketing Research Process- Managing Marketing Research- Components and Designing of Market Information System- Sources of Internal, Secondary, Primary information.

Unit 2: Data Collection, Sampling and Interviewing: Locating and Evaluating Secondary information- Collection of Primary data- Sampling designs- Designing of Questionnaire- Methods of administering surveys- Observation method- Interviewing- Experiments.

Unit 3: Data Processing and Analysis: Preparing data for analysis- Coding data- Transforming data- Documenting the data- Descriptive Analysis-Inferential data analysis-Bivariate data Analysis- Multivariate Analysis.

Unit 4: Communicating Research Results: The contents of Research Report- Designing Effective Numerical Tables- Effective Charts and Graphs- Oral Presentations.

Unit 5: Current Issues in Marketing Research: The Internet- Data Base Marketing- New Product Research- TQM- Customer Satisfaction Research- Advertising Research- Ethical Issues in Marketing Research.

References:

- Zaltman Gerald and Burger C. Philip, Marketing Research – Fundamentals and Dynamics, (The Dryden Press)
- McGown K.L. , Marketing Research Text and Cases, (Winthrop Publishers, Inc)
- Luck J. David, Wales G. Hugh, Taylor A. Donald, Rubin S, Ronald, Marketing Research, (Prentice-Hall)
- Brown F.E., Marketing Research, (Addison-Wesley Publishing Co.)
- Sudman Seymour and Blair Edward, Marketing Research- A Problem Solving Approach, (McGraw Hill)
- Beri G.C., Marketing Research, (Tata McGraw Hill)
- Green E. Paul,. Tull S. Donald, Albaum Gerald, Research for Marketing Decisions, (Prentice Hall)
- Aaker A. David, Marketing Research, (John Wiley & Sons)
- Chisnall M. Peter, Marketing Research, (McGraw Hill)
- Churchill A Gilbert, Jr., Marketing Research- Methodological Foundations-(The Dryden Press)
- Harper W. Boyd Jr., Ralph Westfall, Stanley F. Stasch, Marketing Research- Text & Cases, (Richard D. Irwin. Inc.)

M.Com. (Final)

Semester System

IV Semester

Optional Stream –1 : Financial Management and Investment Science(FMAIS)

Optional(FMAIS)Paper: CM 554:CAPITAL STRUCTURE MANAGEMENT

Unit 1: Capital Structure Planning- Leverage- The firms Capital Structure-Operating and Financial Leverage-Determining optimum Capital Structure-EBIT-EPS Analysis- EPS Indifference point-Degree of Leverage-Operating , Financial and Combined- Effect of Financial Leverage on Shareholder's Risk.

Unit 2: Cost of Capital: Concept of Cost of Capital- Significance- Computation of the Cost of specific sources of capital-cost of debt –cost of preferred stock–cost of debt-cost of common stock- cost of Retained Earnings- Measuring the weighted Average cost of Capital (WACC)

Unit 3:Capital Budgeting Decisions: Concepts and Techniques- Unsophisticated capital Budgeting Techniques- Payback Period, Average Rate of Return-Sophisticated capital Budgeting Techniques-Net Present Value(NPV), Benefit-Cost Rate(B/C), Internal Rate of Return (IRR)- Comparison of NPV and IRR- Capital Budgeting.

Unit 4: Capital Budgeting Under Risk: Basic risk Concepts- Risk and Uncertainty – Conventional Techniques to handle risk-Risk adjusted Discount Rate, certainty Equivalent –using Statistics for Measuring Risk- Assigning Probabilities to outcomes.

Unit 5: Capital Structure Theories: Capital Structure Theories-Net Operating Income, Net Income, Traditional view, Modigliani- Miller Approach-Without Taxes, With Taxes- Capital Structure Planning-Feature of an Appropriate Capital Structure- Pecking Order Theory- Trade-Off Theory- Cash Flow Approach.

References:

- Gitman Lawrence, Principles of Managerial Finance, (Harper and Row)
- Brigham Eugene F, Fundamentals of Financial Management, (The Dryden Press)
- Schall Lawrence D and Haley Charles W. Introduction to Financial Management, (Prentice Hall)
- Vanhorne James C and Wachowitz, Fundamentals of Financial Management, (Prentice Hall)
- Brealey Richard A and Myers Stewart C, Principles of Corporate Finance,(McGraw Hill)
- Hampton John, Financial Decision Making, (Prentice Hall)
- Vanhorne James C. , Financial Management and Policy (Prentice Hall)
- Weston Fred and Brigham Eugene, Managerial Finance (The Dryden Press)

- Brigham Eugene F and Gapenski Louis C, Financial Management (The Dryden Press)
- Solomon Ezra, The Theory of Financial Management (Columbia University Press)
- Dean Joel, Capital Budgeting, (Columbia University Press)
- Quirin G D, Capital Expenditure Decision, (Richard D Irwin)
- Boness James A, Capital Budgeting, (New York Praeger)
- Douglas R. Emery John D Finnerty- Corporate Financial Management (Prentice Hall International, Inc)



M.Com. (Final)
(Semester System)
IV Semester

Optional Stream –1 : Financial Management and Investment Science(FMAIS)
Optional(FMAIS)Paper:CM 555:Security Analysis and Portfolio Management-II

Unit 1: Capital Market Theory: Sharpe's Single Index Model – Diversification – Constructing Optimal Portfolio Capital Asset Pricing Model (CAPM): Assumptions of CAPM – Risk Free Asset – Risk Free Lending and Borrowing – Capital Market Line (CML) – Security Market Line (SML) – Shifts in Security Market Line – Empirical tests of CAPM – Zero Beta Version of CAPM –Imposing Restrictions on Risk – Free borrowing – Consumption Oriented CAPM, Multi Beta CAPM.

Unit 2: Factor Models and Arbitrage Pricing Theory: Factor Models and Return Generating Process - One Factor Models – Multiple Factor Models- Sector Factor Models – Factor Models and Equilibrium – Arbitrage Pricing Theory – Principle of Arbitrage-Constructing Arbitrage Portfolios- Pricing effects and interpreting APT Pricing Equation-Synthesis of APT and CAPM.

Unit 3: Portfolio Performance Evaluation and Portfolio Revision: Measures of Return- Dollar Weighted Returns, Time Weighted Returns- Risk Adjusted Measures of Performance- Sharpe's measure, Treynor's measure, Jensen's measure and Fama's measure- Portfolio Revision- Formula Plans- Dollar Cost Averaging.

Unit 4: Risk Management: Features-Hedging Risk- Dynamic Hedging-Arguments for Corporate Hedging- Futures- Features- Hedging and Speculation-Index Futures- Forward Contracts- Implicit Forward Arrangements- Difference between Futures and Forwards- Options Contracts-Types of Option Contracts- Contracts Option Trading- Index Options.

Unit 5: Valuation of Options: Binomial Option Pricing Model- Call Options- Put Options- Put-Call Parity- Black-Scholes Model for Call Options- Valuation of Put Options- Portfolio Insurance.

References:

- Francis Jack Clark, Investments–Analysis and Management, (McGraw Hill)
- Elton Edwin J and Gruber Martin J, Modern Portfolio Theory and Investment Analysis, (John Wiley and Sons)
- Sharpe William F, Alexander Gordon J, Bailey Jeffrey V, Investments, (Prentice Hall)
- Stevenson R.A. and Jennings E H, Fundamentals of Investments, (West Publishing company)
- Luenberger David G, Investment Science, (Oxford University Press)
- Bolten Steven E, Security Analysis and Portfolio Management, (Holt, Rinehart and Winston)
- Christy George A and Clendenin John C, Introduction to Investments, (McGraw Hill)
- Jones Charles P, Tuttle Donald L and Heaton Cherril, Essentials of Modern Investments, (Ronald Press Company, NY)
- Sprecher Ronald C, Essentials of Investments, (Houghton Mifflin)
- Renwick Fred Blackwell, Introduction to Investments and Finance, (The MacMillan Company, NY)
- Rebell L Arthur and Gordon Gail, Financial Futures and Investment Strategy, (Dow Jones Irwin Illinois)
- Sheimo Michael D, Using Dow Theory, (Vision Books)
- Levy Haim and Sarnat Marshall, Investment and Portfolio Analysis, (Wiley Series in Finance)
- Francis Jack Clark and Archer Stephen, Portfolio Analysis, (McGraw Hill series in Finance)
- Van Horne James C, Financial Management and Policy, (Prentice Hall)
- Hampton John, Financial Decision Making, (Prentice Hall)

- Fischer Donald E and Jordan Ronald J, Security Analysis and Portfolio Management, (Prentice Hall)
- Bodie Zvi, Kane Alex, Mrcus J Alan, Investments,. (McGraw Hill/Irwin)
- Martin J Pring, Technical Analysis Explained, (McGraw Hill)
- Machiraju, Indian Financial System, (Vikas Publishing House)
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**M.Com. (Final)
Semester System
IV Semester**

**Optional Stream –2 :HUMAN RESOURCE DEVELOPMENT
AND MANAGEMENT(HRDAM)**

Optional (HRDAM)Paper: CM 554: Organisational Behaviour

Unit 1:An Overview of Organisational Behaviour: Evolution – Concepts and Approaches -Consistency Vs Individual Differences in Human Behaviour - Tools for Learning about Behaviour in Organisations - Challenges and Opportunities for Organisational Behaviour.

Unit 2: Individual Behaviour : Biographical Characteristics – Ability-Job Fit - Traits and Determinants of Personality - Personality-Job Fit Theory – Perception – Learning - Adult Learning Curve – Values and Attitudes – Sources and Types of Values and Attitudes - Job Satisfaction, Job Involvement, and Organisational Commitment.

Unit 3: Motivation Theories and Application: Theory X and Y; Maslow’s Hierarchy of Needs ; Herzberg’s Two-Factor Theory ; V room’s Expectancy Theory ; Equity Theory - Application of Motivation Theories - Motivating Professionals and Knowledge Workers.

Unit 4: Group behaviour: Concept of Group - Stages of Group Development – Group Behaviour Mode I- Group Decision Making – Teams Vs Groups - Team Effectiveness Model - Interpersonal Relations – Johari Window – TA - Conflict – Conflict Process – Negotiation and Bargaining – Distributive Vs Integrative Bargaining – Managing Inter-group Relations

Unit 5: Leadership Theories and Application: Trait, Behavioural, and Contingency Theories –Recent Approaches to Leadership – Transformational Leadership – Leadership and Power – Organisational Politics.

Unit 6: Organisation System: Organisation Design – New Work Designs and Technology – Tasks Characteristics Theories - Work Space Design – Job Rotation, Job Enlargement – Job Enrichment – Flex time – Organisation Culture – Types and Functions of Culture Learning Culture – Organisation Change – Forces for Change – Managing Change – Concept of OD - OD Techniques

References:

- Hackman J R (ed.) Groups That Work (And Those that Don’t) (Jossey-Bass)
- Schein E H, Organisational Psychology, (Prentice-Hall)
- Shonk J H, Team-Based Organisation, (Irwin)
- Katzenbach J.R. and Smith D.K., The Wisdom Of Teams, (HBS Press)
- Yukl G, Leadership in Organisations, (Prentice Hall)
- Boony L.E. and Bowen D.D. (eds) , The Great Writings in Management and Organisation Behaviour, (Random House)
- Pfeffer J, Managing with Power, (HBS Press)

- Denison D.R. Corporate Culture and Organistional Effectiveness, (Wiley)
- Senge Peter M., The Fifth Discipline (Doubleday)
- Stone E., Research Methods in Organisational Behaviour , (GoodYear)
- Lorsch J. W. (ed), Hand Book of Organisational Behaviour (Prentice Hall)
- Cummings L.L. and Staw BM (eds) , Research in Organisational Behaviour, (JAI Press)
- Dunnette M.D. and Hough L.M. (eds) , Hand Book Of Industrial and Organisational Psychology, (Consulting Psychologists Press)
- Morries C.G. , Psychology: And Introduction , (Prentice Hall)
- Adler N.J., International Dimensions of Organistional Behaviour, (Kent)
- King B.T. and McGinnies E (eds), Attitudes, Conflicts, and Social Change (Academic Press)
- Price J.L. and Mueller C.W., Handbook Of Organisational Measurement, (Pitman)
- Cranny C J, Smith P.C. and Stone E F (eds), Job Satisfaction (Lexington Books)
- Pasmore W.A. and Woodman R.W. (eds), Research in Organisational Change and Development (JAI Press)
- Campbell J P and Campbell R J (eds), Productivity in Organistions: New Perspectives from Industrial and Organisational Psychology, (Jossey-Bass)
- Cotton J.L., Employee Involvement, (Sage)



M.Com. (Final)
(Semester System)
IV Semester

**Optional Stream–2 :HUMAN RESOURCE DEVELOPMENT AND
MANAGEMENT(HRDAM)**

Optional (HRDAM)Paper: CM 555: Labour Legislation

Unit 1: Labour Laws: Growth of Labour Legislation in India – Principles of Labour Legislation – Scope- Indian Constitution and Labour Legislation – Administration of Labour Legislation in India – Enactment and Enforcement of Labour Laws - ILO and Labour Legislation

Unit 2: Legislation Regulating Working Conditions in Factories: The Factories Act, 1948: Preliminary - Inspecting Staff – Health, Safety, and Welfare – Hazardous Process – Working Hours of Adults – Annual Leave – Penalties – Interpretations and Case Studies

Unit 3: Social Security Legislation: The Workmen’s Compensation Act, 1923; The Employees Provident Funds & Miscellaneous Provisions Act, 1952; The Payment of Gratuity Act,1952 ; The Maternity Benefit Act, 1961 ; The Employees State Insurance Act, 1948 – Important Provisions – Interpretations and Case Studies

Unit 4: Legislation Pertaining to Wages and Bonus: The Payment of Wages Act, 1936; The Minimum Wages Act, 1948 ; The Payment of Bonus Act, 1965 - Main Provisions – Interpretations and Case Studies

Unit 5: Legislation Governing Industrial Relations: The Industrial Disputes Act, 1947 – Preliminary Authorities – Strikes & Lockouts – Lay-off, Retrenchment – Unfair Labour Practices – Penalties ; The Industrial Employment (Standing Orders) Act, 1946 ; The Trade Unions Act, 1926 - Provisions – Interpretations and Case Studies.

Unit 6: General Understanding of Other Labor Laws: The Child Labor (Prohibition & Regulation) Act, 1986 ; The Apprentices Act,1961.

References

- Malik P L, Handbook of Industrial and Labour Law, (Manas)
- Kapoor N D, Handbook of Industrial Law, (Sultan Chand and Sons)
- Kapoor N D and Tripathi P C, Industrial Laws and Practice, (Sultan Chand and Sons)
- Vaid K N, State and Labour in India, (Asia Publication)
- Ramaswami and Ramaswami, Industry and Labour, (Oxford University Press)
- Maheshwari, Industrial Law, (National Publishing House)
- Mishra S N, Labour and Industrial Law, (Allanhabad Law Agency)
- Chawla and Garg, Industrial Law (Kalyani)
- Sharma A M, Labour Administration in India, (Manas)
- Srivastava K D, Law Relating to Trade Unions and Unfair Labour Practices in India, (Manas)

**M.Com. (Final)
Semester System
IV Semester**

Optional Stream - 3: Banking and Insurance Management(BAIM)

Optional (BAIM)Paper: CM 554: Financial Services & Institutions

Objectives: The course aims at providing students with an understanding of the structure, organisation and working of financial institutions and different services provided by them.

Unit 1:Introduction: Nature and role of financial system, financial system and economic development – Indian Financial System, Monetary Management, R.B.I. - Functions, Promotional and Regulatory rules.

Unit 2:Merchant Banking and credit rating: concept- Functions, Lead Managers, underwriters to an issue – Bankers to an issue, Debenture Trustees, Portfolio Managers, - Regulation of Merchant Banking activities – Credit Rating agencies – Rating Methodologies and processes- Rating symbols

Unit 3:Development Banks in India – Concept; functions, project identification – promotion- Project appraisal and Evaluation – Procedure of lending – Supervision and follow up Entrepreneurship Development Programmes – Agencies to carry out EDP's ,types,nature and evaluation – Regional imbalance - causes and consequences- Government policy – measures for Balanced development – Package measures of Development Banks – Recent trends. A brief study of development banks like IFCI –IDBI –ICICI-LIC and GIC –UTI – SFC's-SIDC's/SIIC's–IRBI – SIDBI

Unit 4:Financial Markets – Money and Capital markets – Money market – meaning, constituents, functions, call money market, Money market instruments, treasury bills, commercial bills, trade bills, commercial papers and certificates of Deposit, The Discount Market – Discounting service – Discount and Finance House of India – Recent trends in Indian Money Market- Capital Market- Primary and Secondary markets, Depository system, Role of SEBI- Recent development.

Unit 5:Non banking Financial Companies: Concept, Functions, role of non banking financial intermediaries – Non banking companies – RBI and statutory commission – Public Deposits ,RBI's Directions on Acceptance of Public Deposits – Lease Financing, Hire Purchase finance. Factoring and Forfaiting, Venture Capital Financing – Mutual Funds – Investment Policies of non banking Financial Companies.

References

- Diamond William -Development Banks-World Bank
- Shirley and Boskey- — Problems and Practice of Development Banks – World Bank
- Desai Vasant- Development Banking in India – Issues and Options, (Himalaya Publishing House)
- Sinha S.L.N, Development Banking in India – Issues and options- IFMR Madras.
- Congall Herbert E and Guanany Jack E, capital markets and Institutions Prentice Hall
- Khan M.Y Indian Financial System, Sultan Chand & Sons, New Delhi
- Khan M.Y Financial Services Tata McGraw Hill.

- Singh Vimal Shankar, Development Banking in India, Vikas Publishing House.
- Srivastava R.M Management of Indian Financial Institution- Himalaya Publishing House.
- Kuchhal S.C – Corporation Finance, Chaitanya Publishing House
- Kuchhal S.C – Industrial Economy of India – Chaitanya Publishing House
- Tarakeshwar and Martin P.D – Institutional Financing in India – Sahitya Bhawan – Agra.
- Bhole L.M – Financial Institutions and Markets – Tata McGraw Hill
- Shekhar K.C – Banking Theory and Practice Vikas Publishing House.
- Avadhani – Investment and Securities Markets in India, Himalaya Publications, Delhi.
- Ghosh D – Banking Policy in India, Allied Publications – Delhi
- Giddy I.H Global Financial Markets – AITBS, Delhi
- Varshney P.N – Indian Financial System, Sultan Chand & Sons, New Delhi.
- Averbach Robert. D: Money, Banking and Financial Markets, Macmillan, London.
- Verma J.C Guide to Mutual Funds and Investment Portfolio, Bharat Publishing House, New Delhi.
- R.B.I Bulletin, Annual Reports and Report on Currency and Finance.
- Report on Development banking in India, IDBI

**M.Com. (Final)
Semester System
IV Semester**

Optional Stream - 3: Banking and Insurance Management(BAIM)

Optional (BAIM) Paper: CM 555: Management of General Insurance

Unit-1:Evolution of General Insurance, Role of General Insurance, Basic Principles, Indemnity, subrogations, contribution and proximate cause, Risk and Risk Management in general insurance.

Unit-2:Commercial insurance: Terminology Risk, Peril and hazard, classification and commercial insurance, obligatory, optional, multi perils insurance, rural insurance, pension, property, liability and interest, forms of transportation insurance, Business Income Insurance, Aviation insurance, Business Owners Policy (BOP), crime insurance.

Unit-3:Crime insurance and Surety Bonds: Concept of Crime Insurance and Surety Bonds, Commercial crime coverage form, Financial Institution bonds, surety bonds.

Unit-4:General Insurance Environment: Features for rating; Tariffs, Market agreements, General insurance underwritings, re-insurance- objectives, methods of Re-insurance, premiums.

Unit-5:Claims Management in General Insurance: Documents, survey procedure, loss control measures, IRDA regulations, intermediaries and their functions, Modern Trends, conciliatory process-Grievances cell, current issues in General insurance, ethics in insurance business, changing policies and emerging opportunities.

References:

- 1 M.N.Mishra: Insurance Principles and Practice: Sultan Chand and Company, New Delhi.
2. Pande; Insurance Principles and Practice
3. M.J Mathew: Insurance Principles and Practice.
4. C.Arthur Williams. Jr, Michal L .Smith Peter C, Young: Risk Management and Insurance.
5. Dinsdale M.A: Elements of Insurance.

**M.Com. (Final)
Semester System**

IV SEMESTER

Optional Stream – 4 : Taxation (Txn.)

Optional (Txn.) Paper: CM 554 : Direct Taxation: Corporate Tax and Planning

Unit-1: Computation of Corporate Taxes: Taxable income of companies, business deduction, allowances, disallowances and depreciation, Residential Status and Tax incidence of companies.

Unit-2: Tax Management: Return of income and Assessment, penalties and prosecutions, Tax deduction or collection at source, appeals and Revisions. Carry forward and set off of losses, Minimum Alternative Tax (MAT).

Unit-3: Tax Planning : Amalgamation and Mergers, de-merger of companies, double Taxation treaties of Multinational Corporations (MNCs), joint ventures and foreign collaborations.

Unit-4: Managerial decisions of companies: Make or buy, own or lease, retain or replace, Dividend Policy, Bonus shares, Tax planning in respect of employees Remuneration, and nature of business.

Unit-5: Wealth Tax of the companies: Charging section, exempted wealth Tax, computation of net wealth, wealth Tax planning.

References:

1. Law and Practice of Income Tax in India by Kanga & Palkhivalla.
2. Law Practice of Income Tax in India by Bhagwati Prasad.
3. Income Tax Law and Practice by H.C.Mehrotra & S.P.Goyal
4. Income Tax Law and Practice by S.Bhattacharya.
5. Direct Taxes Law and Practice by Vinod K.Singhanis.
6. Income Tax Law and Practice by B.B.Lal.
7. Law Practice of Income Tax by Dinkar Pagare.
8. Tax Laws by Dinkar Pagare
9. Three Taxes by Mehrotra & Goyal.
10. Law and Practice of Central, Sales, Central Excise Duty by S.K.Agarwala.
11. Three Taxes by R.R.Gupta.

**M.Com. (Final)
Semester System**

IV SEMESTER

Optional Stream – 4 : Taxation (Txn.)

Optional (Txn.) Paper: CM 555 : Indirect Taxation - II : Central and State Taxes

Unit-1: Customs Duties: Terms, Bill of entry, Bill of Exports, Duty Exchequer, Bill of lading, Detection of Baggages (DOB), Free on Board (FOB), Letter of Credit and Central Value Added Tax (Cenvat).

Unit-2: Central Sales Tax: CST Act, exemptions from CST, procedure under CST Act, Service Tax- General provision . Special Economic Zones(SEZ), Duty drawback, schemes, procedures and documentation, Export Oriented Units (EOU), Export of Cargo- by land, Sea and airways, by post.

Unit-3: Regulatory Frame work of CST: An overview, CST, Registration and Turnover, Dealer, Declared goods, problems of CST.

Unit-4: State Tax Regulations and Laws: SST, features of State Sales Tax (SST), Rules, definitions, Rates of Tax, incidence and levy, Tax liability of inter-state sales, state excises, Taxes on Motor vehicles. Value Added Tax (VAT) in sale Tax, Entertainment Tax, Stamp Duty and Registration Fees. White paper on State level value added tax.

Unit-5: CST appellate tribunal: Authority offence and penalties, different declaration form of CST, authority to collect CST and problems of CST.

References:

6. V.S Datey; Indirect taxes law and practice Tax man Pub- New Delhi
7. Karnataka Sales tax Act and Central Sales Tax Act
8. Central Excise Act and Customs Act

**Mangalore University
Department of Commerce**

**M.Com.Course–Choice based credit
system**

**M.Com(Previous)
1st Semester
Course Programme**



Paper: CM 401	Management Perspectives
Paper: CM 402	Statistics for Business and Management - I
Paper: CM 403	Management Science – I
Paper: CM 404	Advanced Financial and Cost Accounting – I
Paper: CM 405	Managerial Economics

**Mangalore University
Department of Commerce**

**M.Com.Course–Choice based credit
system**

**M.Com(Previous)
2nd Semester
Course Programme**

- 
- Paper: CM 451 Business Environment**
- Paper: CM 452 Statistics for Business and Management II**
- Paper: CM 453 Management Science – II**
- Paper: CM 454 Advanced Financial and Cost Accounting –
II**
- Paper: CM 455 Strategic Marketing Management**

**Mangalore University
Department of Commerce**

**M.Com.Course–Choice based credit
system**

**M.Com(Final)
3rd Semester
Course Programme**

Paper: CM 501 Personal Savings and Tax Planning (Choice-based paper)

Paper: CM 502 International Business Environment

Paper: CM 503 Foreign Trade and Policy

4 Optional Streams : 2 Papers each.

**Optional Stream –1: Financial Management and Investment
Science (FMAIS)**

Optional (FMAIS) Paper: CM 504: Corporate Accounting

**Optional (FMAIS) Paper: CM 505: Security Analysis and
Portfolio Management –I**

**Optional Stream –2: Human Resource Development and
Management(HRDAM)**

**Optional (HRDAM) Paper: CM 504 :Human Resource
Development**

**Optional (HRDAM) Paper: CM 505 : Strategic Human
Resource Management**

**Optional Stream-3: Banking and Insurance
Management(BAIM)**

Optional(BAIM) Paper: CM 504 : Current Issues in Banking

**Optional(BAIM) Paper: CM 505 : Management of Life
Insurance**

Optional Stream –4: Taxation (TXN)

**Optional (TXN) Paper: CM 504 : Fundamentals of Taxation and
Tax Planning**

**Optional (TXN) Paper: CM 505: Indirect Taxation I – Central
Excise and VAT**



**Mangalore University
Department of Commerce**

**M.Com.Course–Choice based credit
system**

**M.Com(Final)
4th Semester
Course Programme**

Paper: CM 551 Financial Management

Paper: CM 552 Insurance Management

Paper: CM 553 Marketing Research

4 Optional Streams : 2 Papers each.

**Optional Stream –1 : Financial Management and Investment
Science (FMAIS)**

**Optional (FMAIS) Paper: CM 554:Capital Structure
Management**

**Optional (FMAIS) Paper: CM 555: Security Analysis and
Portfolio Management –II**

**Optional Stream –2 : Human Resource Development and
Management(HRDAM)**

Optional (HRDAM) Paper: CM 554: Organisational Behaviour

Optional (HRDAM) Paper: CM 555: Labour Legislation

**Optional Stream-3: Banking and Insurance
Management(BAIM)**

**Optional(BAIM) Paper: CM 554 : Financial Services and
Institutions**

Optional(BAIM) Paper: CM 555 : Management of General Insurance

Optional Stream –4: Taxation (TXN)

Optional (TAX) Paper: CM 554 Direct Taxation: Corporate Tax and Planning

Optional (TAX) Paper: CM 555: Indirect Taxation-II: Central and State Taxes



Paper: CM 551 Financial Management

Paper: CM 552 Insurance Management

Paper: CM 553 Marketing Research

Optional (FMAIS) Paper: CM 554:Capital Structure

Management

**Optional (FMAIS) Paper: CM 555: Security Analysis and
Portfolio Management –II**



Question papers for valuation

M.Com IV Semester:

Paper: CM 553 Marketing Research – 5 sets

Optional Stream –2 : Human Resource Development and Management(HRDAM)

**Optional (HRDAM) Paper: CM 554: Organisational Behaviour
- 5 sets**

Optional (HRDAM) Paper: CM 555: Labour Legislation – 5 sets

Optional Stream-3: Banking and Insurance Management(BAIM)

Optional(BAIM) Paper: CM 554 : Financial Services and Institutions – 5 sets

Optional(BAIM) Paper: CM 555 : Management of General Insurance – 5 sets

Optional Stream –4: Taxation (TXN)

Optional (TAX) Paper: CM 554 Direct Taxation: Corporate Tax and Planning – 5 sets

Optional (TAX) Paper: CM 555: Indirect Taxation-II: Central and State Taxes- 5sets

M.Com II Semester

CMS454 : Business, Industry and Commerce – 5 sets

M.Com IV Sem

Paper: CM 551 Financial Management

M.Com IV Sem

Paper: CM 552 Insurance Management

M.Com IV Sem

Paper: CM 553 Marketing Research

M.Com IV Sem

**Optional (FMAIS) Paper:CM 554:Capital
Structure Management**

M.Com IV Sem

**Optional (FMAIS) Paper:
CM 555: Security Analysis and
Portfolio Management –II**

M.Com IV Sem

**Optional (HRDAM) Paper:
CM 554: Organizational Behaviour**

M.Com IV Sem

**Optional (HRDAM) Paper: CM 555:
Labour Legislation**

M.Com IV Sem

**Optional (BAIM) Paper: CM 554 :
Financial Services and Institutions**

M.Com IV Sem

**Optional(BAIM) Paper: CM 555 :
Management of General Insurance**

M.Com IV Sem

**Optional (TAX) Paper: CM 554 Direct
Taxation: Corporate Tax and Planning**



M.Com IV Sem

**Optional (TAX) Paper: CM 555: Indirect
Taxation-II: Central and State Taxes**

