

### **1.3.1 Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability and other value framework enshrined in Sustainable Development Goals and National Education Policy – 2020 into the Curriculum**

#### **Response:**

In addition to the list of the subjects, this file contains sample of the syllabus of the subjects which integrates cross-cutting issues relevant to professional ethics, human values, gender and environment and sustainability.

**MBA 105 – BUSINESS ETHICS & CSR**

*Credit– 04*

**Course Objective:**

To sensitize the students about the importance of business ethics and human values in life.

**Course Outcome**

*After successful completion of this course students will be able to:*

CO1(A): Understanding of business ethics and CSR concepts.

CO1(B): Identify and Explain the factors influencing Ethical and CSR activities in business.

CO2: Apply the knowledge and principles of Ethics and CSR in different functions of HR, Marketing, and Finance.

CO3: Examine the best practices, code of conduct, and ethical dilemma in business and its decisionmaking.

CO4: Evaluate the various approaches of CSR and the role of business ethics in organization sustenance.

CO-PO Matrix					
Course Outcomes	PO1	PO2	PO3	PO4	PO5
CO1(A)	3	3	2	3	1
CO1(B)	3	2	2	2	2
CO2	3	3	3	2	2
CO3	2	3	2	2	2
CO4	3	3	2	2	2
AVERAGE	3	3	2	2	2

**Unit 1: Business ethics:** Meaning of ethics, Nature and Essence of Ethics, Ethical problems occur in business. Theories of ethics: Utilitarianism: weighing social cost and benefits, Rights and duties, Justice and fairness, ethics of care, Integrating utility, rights, justice and caring. An alternative to moral principles: virtue ethics, teleological theories, egoism theory, relativism theory.

**Unit 2: Moral issues in Business:** Managing ethics in organization, Worker's and employee's rights and responsibilities. Scope of Business Ethics, Ethics in Compliance, Ethics in Finance, Ethics in Human Resources, Ethics in Marketing, Ethics in Production, Advantages of Business Ethics. Professional ethics

**Unit 3: Ethical Principles in Business:** introduction, Organization Structure And Ethics, Role of Board of Directors, Ethics Programme, Best Practices in Ethics Programme Features of Good Ethics, Principles of social and ethical accounting Ethics Audit, Organizational moral standards and the ethical dilemmas of decision-making, Role of Business Ethics in Sustainable Development.

**Unit 4: Code of Ethics:** Programme, Code of Conduct, Model Code of Business Conduct & Ethics Credo, Ethics Training and Communication, Ethics Committee, Functions of Ethics Committee, Integrity Pact, Whistle Blower Policy and Whistle Mechanism Social and Ethical Accounting. Contemporary Developments: Integrated Reporting, Integrated Reporting by Listed Entities in India, Relation between Integrated Reporting and Sustainability Reporting.

**Unit 5:** Meaning and definitions of CSR, Significance of CSR in society, Factors influencing CSR, Triple bottom line approach of CSR, CSR in India, Corporate Social Responsibility Voluntary Guidelines, 2009, National Voluntary Guidelines on Social, Environmental and Economic, Responsibilities of Business, CSR under the Companies Act, 2013, Global Principles and Guidelines, CSR Audit, Profit maximization vs. social responsibility. Corporate Sustainability and Corporate Social Responsibility

*Suggested Readings:*

- *Velasquez Manuel G: Business ethics- concepts and cases.*
- *Fernando A.C.: Business Ethics – An Indian Perspective.*
- *Crane Andrew & Matten Dirk: Business Ethics, Oxford.*
- *Ghosh B N: Business Ethics & Corporate Governance, Mc Graw Hill*
- *DeGeorge Richard T.: Business Ethics, Pearson*
- *Luthans Fred, Richard, M. Hodgetts and Kenneth, R. Thompson, Social issues in business, Macmillan, USA*



**MBA 202 - ORGANIZATIONAL BEHAVIOUR**

**Credit- 04**

**Course Objective:**

The course explains about workplace behavior and concepts of Individual and Interpersonal Behavior and how they intermesh with organizational productivity.

**Course Outcomes:** Upon completion of this course the student will:

CO1a: Summarize concept of OB and perceptual process

CO1b: Describe individual behaviour and demonstrate the applicability of motivational theories in OB.

CO2: Analyse group dynamics in the organizations.

CO3: Understanding power and politics in organizational setting.

CO4: Illustrate change management and conflict to solve organizational issues

CO/PO Matrix					
Subject Code	PO1	PO2	PO3	PO4	PO5
CO1	3	3	2	1	1
CO2	3	3	3	3	3
CO3	2	2	3	3	2
CO4	1	2	2	3	3
AVERAGE	2.25	2.5	2.5	2.5	2.25

**Unit 1: Concepts:** Nature; Importance; Models of Organizational Behavior;

**Perception and Attribution Theory:** Concept; Nature; Process; Importance; Management and Behavioral Applications of Perception.

**Unit 2: Attitude:** Concept; Process; Importance; Techniques of Attitude Measurement;

**Personality:** Concept; Nature; Types and Theories of Personality; Shaping O.B

**Unit 3: Learning:** Concept and Theories of Learning: Classical Conditioning, Operant Conditioning and Social Learning.

**Motivation:** Theories of Motivation–Need Theories: Maslow Hierarchy of needs, Alderfer’s ERG theory Herzberg’s two factor theory, McClellands need theory, Expectancy Theory; Equity Theory and Goal Setting Theories; Motivating a Diverse Workforce.

**Unit 4: Leadership:** Style and Theories of Leadership- Trait; Behavioural and Situational Theories; Leadership Styles in Indian Organizations.

**Group Dynamics:** Definition; Stages of Group Development; Group Cohesiveness; Formal and Informal Groups; Groups Processes, Dysfunctional Groups; Punctuated Equilibrium Model.

**Unit 5: Organizational Power, Politics and Conflict:** Concept; Sources of Power; Distinctive Between Power Authority and Influence; Political Implications of Power: Dysfunctional Uses of Power; Stress: Understanding and its Consequences; Causes of Stress; Managing Stress.

**Conflict:** Concepts; Sources; Types; Functionality and Dysfunctionality Conflict; Classification of Conflict- Intra; Individual; Interpersonal; Intergroup and Organizational; Resolution of Conflict.

**Suggested Readings:**

- Fred; L. (2011). *Organizations Behaviour* (12th edition ed.). New York; Mc Graw Hill.
- K; A. (2016). *Organizational Behaviour* (12th edition ed.). New Delhi: Himalaya Publishing House. Kumar; P.; & Thakur; K. (2011). *Text book of Organization Behavior*. new delhi: Wisdom Publications.
- Stephen; P. (2013). *Organizational Behaviour* (15th edition ed.). New Delhi: Pearson Education. Udai; P. (2016). *Understanding Organizational Behaviour* (4th edition ed.). New Delhi: Oxford Higher Education.

**MBA 203 - RESEARCH METHODOLOGY****Credit- 04****Course Objective**

The course explains the application of research to various functions of management.

**Course Outcomes**

Upon completion of the course the students will be able to:

CO1a: Understand the concept, types &amp; process of Research.

CO1b: Discuss &amp; design research, literature, sampling and data.

CO2: Apply tools, techniques/methods to test association of variables.

CO3: Analyse the sample and their differences.

CO4: Evaluate the results, interpret and present findings in research report.

CO/PO Matrix					
Subject Code	PO1	PO2	PO3	PO4	PO5
CO1	3	3	1	2	2
CO2	3	3	1	1	3
CO3	2	3	1	2	2
CO4	2	2	0	2	2
AVERAGE	2.5	2.75	0.75	1.75	2.25

**Unit 1: Introduction to Research Methodology:** Meaning of Research, Objectives of Research, Motivations in Research, types of Research, Significance of Research, Research Process, Criteria of Good Research, Problem Identification & Formulation – Research Question – Investigation Question, Research Ethics and Integrity.

**Unit 2: Literature Review Development, Argumentation and Synthesis, Referencing, Setting Objectives, Hypothesis, Qualities of a good Hypothesis, Types of Hypothesis, Null Hypothesis & Alternative Hypothesis.**

**Unit 3: Research Design:** Concept and Importance in Research – Features of a good research design – Exploratory Research Design – concept, types and uses, Descriptive Research Designs – concept, types and uses. Experimental Design: Concept of Independent & Dependent variables. Hypothesis Testing- Logic & Importance.

**Measurement:** Concept of measurement: Problems in measurement in research – Validity and Reliability, Levels of measurement – Nominal, Ordinal, Interval, Ratio.

**Unit 4: Sampling:** Concepts of Statistical Population, Sampling plan, Sampling Techniques- Probability & Non-probability Sampling.

**Data Preparation- Coding, Editing, Data Analysis:** Univariate analysis (frequency tables, bar charts, pie charts, percentages), Testing Reliability, Tests of Association: Bivariate/Multivariate analysis – Correlations and Regression,



**Unit 5: Tests of Differences: t-tests, ANOVA, Interpretation of Data and Report Writing, Types and Layout of Research Report, Precautions in preparing the Research Report, Bibliography, Footnotes and Annexure in the Report. Plagiarism Issues.**

**Note:** The course has to be taught with the help of MS Excel and IBM SPSS wherever needed.

***Suggested Readings:***

- *Chapman, C. (2015). R for marketing research and analytics. New York, NY: Springer Science Business Media, LLC.*
- *Cooper, R., & Schindler, P.S. (2014). Business research methods (Twelfth edition). New York, NY: McGraw-Hill/Irwin.*
- *Malhotra, N.K., & Birks, D.F. (2007). Marketing Research: An Applied Approach (3ed). Harlow: Financial Times Prentice Hall.*
- *Poynter, R. (2010). The handbook of online and social media research: tools and techniques for market researchers. New York: Wiley.*
- *Zikmund, W. G., Babin, B. J., Carr, J. C., & Griffin, M. (2013). Business research methods. Cengage Learning.*



**B.Com: Semester I**

Session	2022-2026
Class	B.Com
Semester	First
Title of the Paper	Environmental Studies
Category	(AEC)
Compulsory/ Optional	Compulsory
Paper Code	B.Com(H)-101
Maximum Marks	100
Internal/ External	40/60

**Learning Objectives:** Objective of this course is to understand the dynamics of ecology, adverse effects of pollution on environment and its management.

**Course Outcomes:** On completion of the course, the students will be:

CO1 (A): Understand the concepts related to Environment, Ecosystem & Ecology

CO1 (B): Comprehend the concept of Environmental pollution & Population Explosion and various measures to control it.

CO2: Analyse the various sources of natural resources and strategies to conserve it.

CO3: Examining the significance of Bio-diversity and wildlife protection and its role in the preservation of the food chain.

CO4: Analyse the concept of Disaster Management & Laws related to Wildlife conservation

CO-PO Matrix					
	PO1	PO2	PO3	PO4	PO5
CO1 (A)	-	2	-	1	2
CO1 (B)	-	2	-	1	3
CO2	-	2	-	1	2
CO3	-	2	-	1	2
CO4	-	2	-	1	2

Unit -1	<b>Study of environment and ecology</b> a) Definition and importance. b) Public participation and public awareness. c) Ecology – Introduction d) Ecosystem – concept, components, structure and function, energy flow, food, chain, food web e) Ecological pyramids and types.
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Unit 2	<b>Study of Environment Pollution and Population</b> a) Air, water, noise, heat and nuclear pollution – definition, causes, effect b) Prevention of pollution. c) Population growth, disparities between countries. d) Population explosion, family welfare program e) Environment and human health. f) Cleanliness and disposal of domestic waste.
Unit 3	<b>Natural resources, problem and conservation</b> a) Water resources b) Forest resources c) Land resources d) Food resources e) Energy resources
Unit 4	<b>Bio-diversity and its protection</b> a) Introduction-genetic, species and ecosystem diversity. b) Value of bio-diversity- Consumable use: productive use. Social, Moral and aesthetic values. c) India as a nation of mega bio-diversity center, bio-diversity at national local levels. d) Threats to bio-diversity- loss of habitat, poaching of wildlife, man and wildlife conflicts.
Unit 5	<b>Disaster management and environmental laws</b> a) Disaster management – flood, earthquake, cyclones and landslides. b) Conservation of laws for air and water pollution. c) Wildlife conservation laws. d) Role of information technology in protecting environment and health

**REFERENCE BOOKS:**

1. Anubha Kaushik, C. P. (2018). Environmental Science And Engineering (6th edition ed.). New Age International (P) Ltd.
2. Chauhan, B. S. (2008). Environmental Studies. Firewall Media.
3. Keller, B. a. (2011). Environmental Science: Earth as a Living Planet (8th Edition ed.). Wiley India.
4. Sharma, D. J. (2009). Environmental studies (3rd Edition ed.). University Science Press.

## Course curriculum-MBA(INTEGRATED) PROGRAMME

<b>MBA (I) SEMESTER 4</b> <b>MBA (I) 403</b> <b>ENVIRONMENTAL SCIENCE</b> <b>CREDIT: 4</b>	<b>Max. Marks: 100</b> <b>Min. Marks: 35</b> <b>External: 60</b> <b>Internal: 40</b>
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**Course Objective:**

To impart environmental education to students and to generate sensitivity in students towards the environment.

**Course Outcome (CO) and CO-PO Matrix:**

	The subject will enable/help student to/in-	PO1	PO2	PO3	PO4	PO5
CO1A	Demonstrate the multidisciplinary nature of the environment.	2	1	2	2	0
CO1B	Understand the various Natural and artificial resources	1	0	0	0	0
CO2	Analyze the different ecosystems and appreciation of intrinsic value	0	1	0	0	0
CO3	Understand the value of biodiversity and help to conserve the environment	0	0	2	0	0
CO4	Demonstrate an integrative approach to environmental issues with a focus on sustainability.	0	0	0	0	1

**UNIT I**

Multidisciplinary Nature Of Environmental Studies Definition, Scope And Importance and Need for public awareness.

**UNIT II**

**Natural Resources: Renewable and non-renewable resources:** Natural resources and associated problems.

- a) Forest resources: Use and over-exploitation, deforestation, case studies. Timber extraction, mining, dams and their effects on forest and tribal people.
- b) Water resources: Use and over-utilization of surface and ground water, floods, drought, conflicts over water, dams-benefits and problems.
- c) Mineral resources: Use and exploitation, environmental effects of extracting and using mineral resources, case studies.
- d) Food resources: World food problems, changes caused by agriculture and overgrazing, effects of modern agriculture, fertilizer-pesticide problems, water logging, salinity, case studies.
- e) Energy resources: Growing energy needs, renewable and non renewable energy sources, use of alternate energy sources. Case studies.
- f) Land resources: Land as a resource, land degradation, man induced landslides, soil erosion and desertification.
  - Role of an individual in conservation of natural resources.
  - Equitable use of resources for sustainable lifestyles.



## Course curriculum-MBA(INTEGRATED) PROGRAMME

### UNIT III

#### Ecosystems

- Concept of an ecosystem.
- Structure and function of an ecosystem.
- Producers, consumers and decomposers.
- Energy flow in the ecosystem.
- Ecological succession.
- Food chains, food webs and ecological pyramids.
- Introduction, types, characteristic features, structure and function of the following ecosystem: -
  - a. Forest ecosystem
  - b. Grass land ecosystem
  - c. Desert ecosystem
  - d. Aquatic ecosystems (ponds, streams, lakes, rivers, oceans, estuaries)

### UNIT IV

#### Biodiversity and Its Conservation

- Introduction— Definition: genetic, species and ecosystem diversity.
- Biogeographically classification of India
- Value of biodiversity: consumptive use, productive use, social, ethical, aesthetic and option values
- Biodiversity at global, National and local levels.
- India as a mega-diversity nation
- Hot-spots of biodiversity.
- Threats to biodiversity: habitat loss, poaching of wildlife, man-wildlife conflicts.
- Endangered and endemic species of India
- Conservation of biodiversity: In-situ and Ex-situ conservation of biodiversity

#### Environmental Pollution

##### Definition

- Cause, effects and control measures of: -
  - a. Air pollution
  - b. Water pollution
  - c. Soil pollution
  - d. Marine pollution
  - e. Noise pollution
  - f. Thermal pollution
  - g. Nuclear hazards
- Solid waste Management: Causes, effects and control measures of urban and industrial wastes.
- Role of an individual in prevention of pollution.
- Pollution case studies.
- Disaster management: floods, earthquake, cyclone and landslides.

### UNIT V

#### Social Issues and The Environment

- From Unsustainable to Sustainable development
- Urban problems related to energy
- Water conservation, rain water harvesting, watershed management
- Resettlement and rehabilitation of people; its problems and concerns. Case Studies
- Environmental ethics: Issues and possible solutions.

## Course curriculum-MBA(INTEGRATED) PROGRAMME

- Climate change, global warming, acid rain, ozone layer depletion, nuclear accidents and holocaust. Case Studies.
- Wasteland reclamation.
- Consumerism and waste products.
- Environment Protection Act.
- Air (Prevention and Control of Pollution) Act.
- Water (Prevention and control of Pollution) Act
- Wildlife Protection Act
- Forest Conservation Act
- Issues involved in enforcement of environmental legislation.
- Public awareness.

### Human Population and the Environment

- Population growth, variation among nations.
- Population explosion — Family Welfare Programme Environment and human health.
- Human Rights.
- Value Education.
- HIV/AIDS.
- Women and Child Welfare.
- Role of Information Technology in Environment and human health.
- Case Studies.

### Exercise

- Visit to a local area to document environmental assets river/ forest/ grassland/hill/mountain
- Visit to a local polluted site-Urban/Rural/Industrial/Agricultural
- Study of common plants, insects, birds.
- Study of simple ecosystems-pond, river, hill slopes, etc.

**Course curriculum-MBA(INTEGRATED) PROGRAMME**

<b>MBA (I) SEMESTER 4</b> <b>MBA (I) 404</b> <b>BUSINESS ETHICS, CORPORATE SOCIAL RESPONSIBILITY AND GOVERNANCE</b> <b>CREDIT: 4</b>	<b>Max. Marks: 100</b> <b>Min. Marks: 35</b> <b>External: 60</b> <b>Internal: 40</b>
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**Course Objective:**

To have grounding on theory through the understanding of real life situations and cases

**Course Outcome (CO) and CO-PO Matrix:**

	The subject will enable/help student to/in-	PO1	PO2	PO3	PO4	PO5
CO1A	Understand concept and theories pertaining to ethics	3	1	2	2	2
CO1B	Identify the concepts related to Work ethics and code of conduct	3	1	2	2	2
CO2	Evaluate the role of corporate ethics and theories of ethics	2	3	3	2	2
CO3	Incorporate environmental ethics and applying the laws related to ethics	3	3	2	3	3
CO4	Apply corporate social responsibility and governance	3	3	3	2	2

**UNIT I**

**Introduction**

Definition & nature Business ethics, Characteristics, Ethical theories; Causes of unethical behavior; Ethical abuses; Work ethics; Code of conduct; Public good.

**UNIT II**

**Ethics Theory And Beyond**

Management of Ethics - Ethics analysis [ Hosmer model ]; Ethical dilemma; Ethics in practice - ethics for managers; Role and function of ethical managers- Comparative ethical Behavior of managers; Code of ethics; Competitiveness, organizational size, profitability and ethics; Cost of ethics in Corporate ethics evaluation.

**UNIT III**

**Legal Aspects Of Ethics**

Political – legal environment; Provisions of the Indian constitution pertaining to Business; Political setup – major characteristics and their implications for business; Prominent features of MRTP & FERA. Social – cultural environment and their impact on business operations, Salient features of Indian culture and values.

**UNIT IV**

**Environmental Ethics**

Economic Environment; Philosophy of economic grow and its implications for business, Main features of Economic Planning with respect to business; Industrial policy and framework of government contract over Business; Role of chamber of commerce and confederation of Indian Industries.



## Course curriculum-MBA(INTEGRATED) PROGRAMME

### UNIT V

#### Corporate Social Responsibility And Governance

Definition- Evolution- Need for CSR; Theoretical perspectives; Corporate citizenship; Business practices; Strategies for CSR, Challenges and implementation; Evolution of corporate governance; Governance practices and regulation; Structure and development of boards; Role of capital market and government; Governance ratings; Future of governance- innovative practices; Case studies with lessons learnt.

#### Suggested Readings:

1. S. A Sherlekar., Ethics in management, Himalaya publishing house. 2009
2. William B. Werther and David B. Chandler., Strategic corporate social responsibility, Sage Publications Inc., 2011
3. Robert A.G. Monks, and Nell Minow. Corporate Governance. Hoboken: John Wiley and Sons, 2011
4. W. H. Shaw, Business Ethics. Cengage Learning, 2007.
5. Beeslory, Michel and Evens, Corporate social responsibility. Taylor & Francis.1978
6. Philip Kotler, and Nancy Lee, Corporate social responsibility: doing the most good for company and your cause, Wiley, 2005 Bobby Banerjee, Corporate social responsibility: the good, the bad and the ugly. Edward Elgar Publishing 2007
7. Satheeshkumar, Corporate Governance. Oxford University, Press, 2010.
8. Bob Tricker, Corporate governance- Principles, policies and practices. Oxford University Press, 2009
9. Larue Tone Hosme and Richard D., The ethics of management. Irwin, Inc.1995
10. Joseph A. Petrick, and John F. Quinn, Management Ethics—Integrity at work, Sage, 1997.