

Curricular Activities

Academic Courses as an initiative of Curricular Activities

| S.No. | Programmes | Courses |
|-------|----------------|--|
| 1 | BBA LLB(Hons.) | Family Law-I(Hindu Law) |
| 2 | BBA LLB(Hons.) | Affirmative Action and Discriminative Justice |
| 3 | BBA LLB(Hons.) | Human Right Law and Practice |
| 4 | BBA LLB(Hons.) | Women and criminal Law |
| 5 | Law courses | Constitutional Law-I |
| 6 | Law courses | Constitutional Law-II |
| 7 | BBA | Entrepreneurship and Small Business Management |
| 8 | MBA(I) | Industrial Law |
| 9 | MBA(I) | Social Security and Welfare |
| 10 | MBA(I) | Environmental Science |
| 11 | MBA(I) | Personality Development |
| 12 | MBA | Legal Framework Governing Industrial Relations |
| 13 | MBA-BA | Industry Readiness |

BBA LL.B. (HONS.) III SEMESTER
FAMILY LAW-I (HINDU LAW)
PAPER CODE: BBL- 306
(CORE)
CREDIT: 04

Max. Marks: 100
Min. Marks: 36
External : 60
Internal : 40

Course outcomes: At the end of the course, students will be able to:

- CO1A: Analyse the concept of family law and to examine the historical and social context.
CO1B: Discover the basic concepts like marriage, divorce, parental custody, domestic abuse and children rights
CO2: Analyse the concept of family and examine it's need and utility with the changing dimensions of the society.
CO3: Demonstrate an advanced understanding of the prevailing status of adoption and maintenance laws in India.
CO4: Develop a comprehensive approach of the concept of inheritance.

UNIT-I Nature, Origin, Sources

(Lectures -8)

1. Nature of Hindu law
2. Hinduism, origin and development, definitions
3. Schools and sources

Unit-II: Hindu Marriage and Dissolution

(Lectures -8)

1. Marriage
2. Kinds, nullity of marriage
3. Hindu marriage Act, 1955
4. Special marriage Act, 1954
5. Divorce
6. Judicial separation, Restitution of conjugal rights
7. Group of matrimonial remedies

UNIT-III Mitakshara and Dayabhag

(Lectures -8)

1. Joint family
2. Coparcenary, Property under Mitakshara and Dayabhag
3. Partition and Re-union, Women's estate, Stridhan

Unit-IV: Adoption, Maintenance of Guardianship

(Lectures -8)

1. Gifts, Wills
2. Hindu Adoption and Maintenance Act, 1956

Unit-V: Inheritance

(Lectures -8)

1. General rules of Succession
2. Disqualification relating to succession

3. Hindu Succession Act, 1956
4. Religious Endowment

Text Books:

1. Paras Diwan, Law of Intestate and testamentary succession (2007), Universal
2. Basu, N. D. ,Law of succession (2009), Universal
3. Kusum, Marriage and Divorce Law Manual (2000), Universal
4. Manchanda, S. C., Law and Practice of Divorce in India (2000) Universal
5. P.V, kane, History of Dharmashastra Volume-2 pt. I at 624-632 (1974)
6. Kuppaswami (ed.) Mayne's Hindu Law and Usages Ch. 4 (1986)
7. B. Sivaramaya, Inequalities and the law (1985)
8. J.D.M. Derrett, Hindu law: Past and Present
9. J.D.M. Derrett, Death of marriage law
10. A.A.A. Fyzee outline of Muhammadan law, (1998)
11. Paras Diwan, Hindu Law (1985)
12. S.T.Desai (ed.) Mulla's Principle of Hindu Law, (1998) Butterworth's-India
13. Paras Diwan, Law of Adoption, Minority, Guardianship and Custody (2000) Universal
14. Paras Diwan, *Modern Hindu Law*, Allahabad Law Agency, 1993
15. Mulla, *Principles of Hindu Law*, Lexis Nexis, 2018

References:

1. Afzal Qutb, *A Treatise on Faith Oriented Family Norms*, 1990.
2. Kusum, *Marriage and Divorce Law Manual*, Universal Law Publishing Co. Pvt. Ltd., 2000
3. B.M. Gandhi, *Family Law*, Eastern Book Company, 2012
4. Paras Diwan - *Family Law*, Allahabad Law Agency, 2001

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BBA LL.B. (HONS.) IX SEMESTER
AFFIRMATIVE ACTION AND
DISCRIMINATIVE JUSTICE
PAPER CODE: BBL-903
(CONSTITUTIONAL LAW GROUP)
CREDIT-04

Max. Marks: 100
Min. Marks: 36
External : 60
Internal : 40

Course Learning Outcomes: At the end of the course Students will be able to

- CO1 A: Discuss the fundamental concept of equality, rights and justice
- CO1 B: Describe the Reservation policy of the Government in General and Public Employment
- CO2: Relate the concept of women protection and child protection
- CO3: Illustrate the relation of abolition of racial discrimination and begar system
- CO4: Appraise the concept of economic democracy in India

UNIT – I

(Lectures -08)

Equality Rights and Justice

UNIT – II

(Lectures -08)

Reservation policy of the Government in General and Public Employment

UNIT – III

(Lectures -08)

Women Protection and Child Protection

UNIT – IV

(Lectures -08)

Abolition of Racial Discrimination and begar system

UNIT – V

(Lectures -08)

Economic democracy in India

Text Books:

1. V.N. Sukla, Constitution of India, Eastern Book Company
2. M.P. Jain, Constitution of India, Butterworth Lexis Nexis
3. D.D. Basu: Constitution of India. Nagpur, LexisNexis Butterworth Wadhwa

References:

1. Abolition of Bonded Labour by S.K. Singh.
2. The Constituent Assembly Debates. [New Delhi. Lok Sabha Secretariat]
3. K.C. Wheare Federal Government. [Oxford University Press]
4. Granville Austin: The Indian Constitution: Cornerstone of a Nation. [New Delhi, Oxford University Press]
5. H. M. Seervai: Constitutional Law of India: A Critical Commentary. [Delhi. Universal Law Publishing Co. Ltd]

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| BBA LL.B. (HONS.) IX SEMESTER HUMAN RIGHTS LAWS AND PRACTICE PAPER CODE: BBL- 904 (CONSTITUTIONAL LAW GROUP) CREDIT- 04 | Max. Marks: 100 Min. Marks: 36 External : 60 Internal : 40 |
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Course Learning Outcomes: At the end of the course Students will be able to

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|---|
| <ul style="list-style-type: none"> • CO1 A: Discuss the meaning and concept of human rights • CO1 B: Describe the role of United Nations for the protection of human rights |
| <ul style="list-style-type: none"> • CO2: Relate various international human rights instruments |
| <ul style="list-style-type: none"> • CO3: Illustrate the implementation of human right treaties and conventions |
| <ul style="list-style-type: none"> • CO4: Appraise various concepts of contemporary human right issues |

**UNIT – I: Introduction
(Lectures -08)**

1. Meaning and Concept of Human Rights
2. Theoretical Foundation of Human Rights - Natural Law and Natural Rights, History and
3. Development of Human Rights: Ancient, Medieval 17th & 18th Century, 19th & 20th Century, Modern Developments
4. Generations of Human Rights, Civil and Political Rights Economic, Social and Cultural Rights

UNIT – II: United Nations and Human Rights

(Lectures -08)

1. UN Charter
2. United Nations Commission on Human Rights (Human Rights Council)
3. Sub commission on Prevention of Discrimination and Protection of Minorities
4. Commission on Status of Women
5. UN Centre for Human Rights & UN Commissioner for Human Rights
6. Office of UN High Commissioner for Human Rights
7. UN High Commissioner for Refugees
8. Role of UN in Protection and Promotion of Human Rights

**UNIT – III: International Human Rights Instruments
(Lectures -08)**

1. International Bill of Human Rights
2. Universal Declaration of Human Rights, 1948 – Influence – Legal Significance
3. International Covenant on Civil and Political Rights, 1966

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4. First Optional Protocol
5. Second Optional Protocol to ICCPR
6. International Covenant on Economic, Social and Cultural Rights, 1966
7. Optional Protocols to ICESCR

UNIT – IV: Implementation of Human Rights

(Lectures -08)

1. UN Commission on Human Rights (Human Rights Council)
2. The Human Rights Committee (CCPR) under ICCPR
3. The Committee on Economic, Social and Cultural Rights (CESCR) under ICESCR
4. Treaty Bodies and Other Bodies
5. Regional System for Protection of Human Rights
6. The European Convention on Human Rights, 1950
7. The American Convention on Human Rights, 1969
8. African Charter on Human and Peoples Rights, 1981
9. Arab Charter, 2004
10. Asian Human Rights Charter, 1998

UNIT – V: Human Rights and Contemporary Issues

(Lectures -08)

1. Women, Children, Minorities, Disabled person
2. Human Rights in India
3. Rights under Indian Constitution
4. Application of International Human Rights Law in India
5. Role of Indian Judiciary
6. The Protection of Human Rights Act, 1993
7. Establishment, Powers and Functions of NHRC - Role of NHRC
8. Contemporary Challenges to Human Rights
9. Science and Technology, Terrorism

Text Books:

1. Basu, D.D., Human Rights in Constitutional Law, Prentice Hall, New Delhi (1994).
2. S.K.Awasthi and R.P.Kataria, Law Relating to Human Rights, Orient Publications, New Delhi (2000)
3. SK Kapoor, Human Rights under International and Indian Law, Central Law Agency, Allahabad, (1999)
4. HO Agarwal, Human Rights, Central Law Publications, Allahabad, (12th Edn. - 2012)

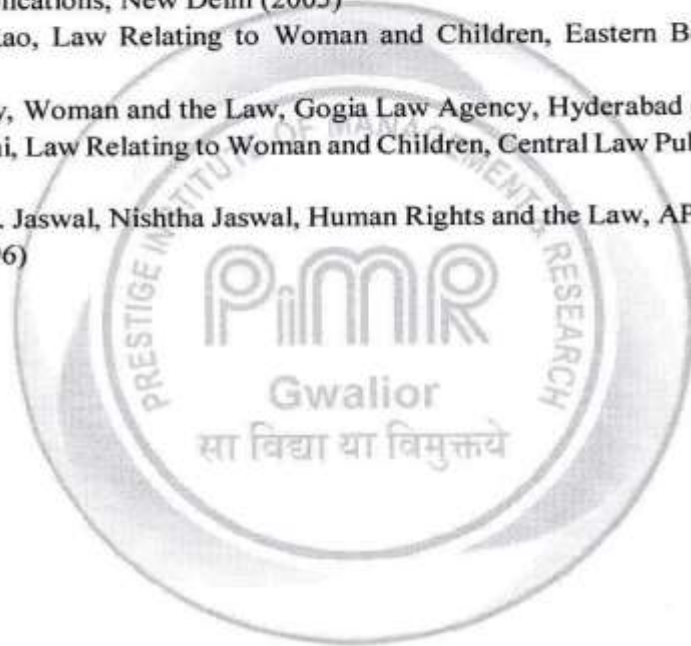
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References:

1. Alston, Phillip, The United Nations and Human Rights, Clarendon Press, London (1995).
2. Bajwa, G.S. and D.K. Bajwa, Human Rights in India: Implementation and Violations, D.K. Publishers, New Delhi (1996).
3. Sehgal, B.P.Singh, ed., Human Rights in India: Problems and Perspectives, Deep and Deep Publications, New Delhi (1999).
4. Justice Palok Basu, Law Relating to Protection of Human Rights, Modern Law Publications, Allahabad (2002).
5. Sircar, V.K., Protection of Human Right in India, Asia Law House, Hyderabad (2004-05.)
6. Symmonides, J., Human Right: International Protection, Monitoring and Enforcement, Rawat publications, New Delhi (2005)
7. Mamata Rao, Law Relating to Woman and Children, Eastern Book Co., Lucknow (2008)
8. G B Reddy, Woman and the Law, Gogia Law Agency, Hyderabad (2001)
9. SC Tripathi, Law Relating to Woman and Children, Central Law Publishers, Allahabad, (2001)
10. Paramjit S. Jaswal, Nishtha Jaswal, Human Rights and the Law, APH Publishing, New Delhi (1996)



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| BBA LL.B. (HONS.) IX SEMESTER WOMEN & CRIMINAL LAW PAPER CODE: BBL- 904 (CRIME & CRIMINOLOGY GROUP) CREDIT- 04 | Max. Marks: 100 Min. Marks: 36 External : 60 Internal : 40 |
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Course Outcomes: At the end of the course, students will be able to:

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|---|
| CO1 A: Demonstrate the status of women in India in constitutional perspective |
| CO1 B: Understand the personal laws related to the women |
| CO2: Analyze the criminal laws contains the offences against women and punishment |
| CO3: Evaluate the various women welfare laws in India |
| CO4: Synthesis the concepts related to labour welfare legislations for the protection of women |

UNIT I: (Lecturers- 08)
Introduction, Status of Women in India, Status of Women – International concerns,
Constitution of India & Women, Equality Provision

UNIT II: (Lecturers- 08)
Personal Laws and Women, Unequal position of women – different personal laws and
Directive principles of State Policy, Uniform Civil Code towards gender justice, Sex
inequality in inheritance, Guardianship

UNIT III: (Lecturers- 08)
Criminal Laws and Women, Adultery, Rape, Outraging Modesty, Domestic Violence

UNIT IV: (Lecturers- 08)
Women Welfare Laws: The Dowry Prohibition Act, 1961, Pre-natal Diagnostic Techniques
(Regulation & Prevention of Misuse) Act, 1994, Indecent Representation of Women
(Prohibition) Act, 1986, Immoral Traffic (Prevention) Act, 1957, Family Courts Act, 1984

UNIT V: (Lecturers- 08)
Labor Welfare Legislations: Maternity Benefit Act, Factories Act, Equal Remuneration Act,
Implementation of Wage Laws and Legislation on Women Employment

Text books:

1. Law relating to Women – Dr. Sayed Maqsood
2. Law relating to Women – Dr. S.C. Tripathi Further

Readings:

1. Women and Law – Prof. Nomita Aggarwal, New Century Publications (2002)
2. Women and Law – Dr. Manjula Batra, Allahabad Law Agency (2012)
3. Women and Law – G.P. Reddy

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| B.Com LL.B. (HONS.) II SEMESTER CONSTITUTIONAL LAW- I PAPER CODE: BCL- 205 (CREDIT:04) (CORE) | Max. Marks: 100 Min. Marks: 36 External : 60 Internal : 40 |
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Course Outcomes: At the end of the course, students will be able to understand:

| No. | Course Outcome |
|---------------|--|
| CO1: A | Discuss the nature and features of Indian Constitution |
| CO1:B | Describe the Composition and functions of organs of governance enshrined under Indian Constitution |
| CO2 | Relate the distribution of Powers between Center and State |
| CO3 | Illustrate the doctrines relevant to interpretation of Constitutional provisions |
| CO4 | Appraise the emergency provisions given under Indian Constitution |

Unit-I: Constitution

(Lectures-08)

- a. Definition of Constitution and its Classification
- b. Sources and Framing of the Indian Constitution
- c. Salient features of Indian Constitution
- d. Is Indian Constitution Federal in Nature?

Unit-II: Constitutional Organs

(Lectures-08)

- a. Parliament
 - i. Composition
 - ii. Parliamentary Sovereignty
 - iii. Parliamentary Privileges
- b. Executive Power: Power of President and Governor
- c. Judiciary
 - i. Jurisdiction of Supreme Court and High Courts
 - ii. Independence of Judiciary

Unit-III: Distribution of Powers between Centre and States

(Lectures-08)

- a. Legislative Relations between Union and the States
- b. Administrative Relations between Union and the States
- c. Financial Relations between Union and the States

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Unit-IV: Relevant Doctrines

(Lectures -08)

- i. Territorial Nexus
- ii. Harmonious Construction
- iii. Pith and Substance
- iv. Doctrine of Repugnancy
- v. Colourable Legislation

Unit-V: Emergency Provisions: Articles 352- 360

(Lectures-08)

- a. Proclamation of emergency,
- b. effect of emergency,
- c. Financial emergency

Text Books:

1. V.N. Shukla, *Constitution of India*, Eastern Book Agency, 2019
2. M.P. Jain, *Indian Constitutional Law*, Lexis Nexis, 2018

References:

1. D.D. Basu, *Introduction to the Indian Constitution of India*, Prentice Hall of India Private Ltd., New Delhi, 2019
2. H. M. Seervai, *Constitutional Law of India*, Universal Law Publishing Co., Reprint, 2015
3. Glanville Austin, *Indian Constitution-Cornerstone of the Nations*, Oxford University Press, 1999
4. P.M. Bakshi, *The Constitution of India*, Universal Law Publishing Co., 2017

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| B.Com LL.B. (HONS.) III SEMESTER CONSTITUTIONAL LAW- II PAPER CODE: BCL- 305 (CREDIT:04) (CORE) | Max. Marks: 100 Min. Marks: 36 External : 60 Internal : 40 |
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Course Outcomes: At the end of the course, students will be able to;

| No. | Course Outcome |
|--------|--|
| CO1: A | Discuss the fundamental Right of Equality and Freedom with reasonable restrictions |
| CO1:B | Describe the Fundamental Right to Life and individual liberties |
| CO2 | Relate the Right to Constitutional Remedies and Judicial Review. |
| CO3 | Illustrate the Directive Principles of State Policy and Fundamental Duties. |
| CO4 | Appraise the Procedure of Amendment to the Constitution of India. |

**Unit-I: Fundamental Rights – I
 (Lectures-8)**

- a. Definition of „State“ for Enforcement of Fundamental Rights: Justifiability of Fundamental Rights, Doctrine of Eclipse, Severability, Waiver
- b. Right to Equality (Articles14-18): Doctrine of Reasonable Classification and the Principle of Absence of Arbitrariness, Legitimate Expectations, Principle of Compensatory Discrimination
- c. Fundamental Freedom (Article 19): Freedom of Speech and Expression, Freedom of Press and Media; Expansion by Judicial Interpretation of Article19; Reasonable Restrictions(Article19 clause (2)to(5))

**Unit-II: Fundamental Rights – II
 (Lectures-8)**


- a. Right to Life and Personal Liberty (Articles 20-22): Scope and Content (Expansive Interpretation- Right to Privacy, Gays” Rights, Live-in Relationships, etc.)
- b. Right to Education (Article 21A): RTE Act, 2009
- c. Right against Exploitation (Articles23-24): Forced Labour, Child Employment and Human Trafficking
- d. Freedom of Religion and Cultural and Educational Rights of Minorities(Articles 25-30)

**Unit-III: Right to Constitutional Remedies
 (Lectures-8)**

- a. Writs: *Habeas Corpus*, *Mandamus*, *Certiorari*, Prohibition and *Quo-warranto*
- b. Art. 32 and Art. 226
- c. Judicial Review
- d. Writ Jurisdiction and Private Sector






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Unit-IV: Directive Principles
(Lectures-8)

- a. Nature and Justiciability of the Directive Principles
- b. Detailed Analysis of Directive Principles (Articles 37-51)
- c. Fundamental Duties
- d. Inter-Relationship between Fundamental Rights and Directive Principles

Unit-V: Amendment of Constitution

(Lectures-8)

- i. Procedure of Amendment of the Constitution
- ii. Doctrine of Basic Structure

Text Books:

1. V.N. Shukla, *Constitution of India*, Eastern Book Agency, 2019
2. M.P. Jain, *Indian Constitutional Law*, Lexis Nexis, 2018

References:

1. D.D. Basu, *Introduction to the Indian Constitution of India*, Prentice Hall of India Private Ltd., New Delhi, 2019
2. H. M. Seervai, *Constitutional Law of India*, Universal Law Publishing Co., Reprint, 2015
3. Glanville Austin, *Indian Constitution-Cornerstone of the Nations*, Oxford University Press, 1999
4. P.M. Bakshi, *The Constitution of India*, Universal Law Publishing Co., 2017

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**ENTREPRENEURSHIP AND
SMALL BUSINESS
MANAGEMENT
PAPER CODE: GE-02**

**Max. Marks: 100
Min. Marks: 40
External : 60
Internal : 40**

Credits: 04

Course outcomes

CO1: Define the concepts related to entrepreneurship: entrepreneur, functions, development programs, motivation; rural and small scale enterprise.

CO2: Explain the concepts related to entrepreneurship: entrepreneur, functions, development programs, motivation; rural and small scale enterprise.

CO3: Illustrate the concepts related to entrepreneurship: entrepreneur, functions, development programs, motivation; rural and small scale enterprise.

CO4: Examine the concepts related to entrepreneurship: entrepreneur, functions, development programs, motivation; rural and small scale enterprise.

CO5: Evaluate the concepts related to entrepreneurship: entrepreneur, functions, development programs, motivation; rural and small scale enterprise.

CO6: Synthesize the concepts related to entrepreneurship: entrepreneur, functions, development programs, motivation; rural and small scale enterprise.

UNIT I: Basics of Entrepreneurship

Evolution and Concept of Entrepreneurship, difference between Entrepreneur, intrapreneur and Manager, Individual and Corporate Entrepreneurs, Characteristics of Successful Entrepreneurs,

Identification of Business Idea and its sources, Opportunities Through Change, Importance of entrepreneurship

Scope of Small Business activities in National Economy.

UNIT II: Theories of Entrepreneurship Development

Theories of Entrepreneurship,

Influences On Entrepreneurship Development: influence of Socio-Cultural, Political, Economical, Personal factors on entrepreneurship development, Reasons of the entrepreneurial Success and Failure – and learnings.

Women Entrepreneurs: Challenges to Women Entrepreneurs, Achievements of Women Entrepreneurs, Role Models of Women Entrepreneurs.

UNIT III: Entrepreneurial Environment

Entrepreneurship Training and Development Programme, EDP & its Phases,

Pratima

Pratima

Pratima Sikerwar

Pratima

Need of License, Capital Issues and Legal Environment of Business

Rural entrepreneurship: opportunities and challenges

UNIT IV: Financial Support and Schemes

Creating Entrepreneurial Venture: The Business Plan as an Entrepreneurial Organization

Project Management-Technical, Financial, Marketing Personnel and Management

Feasibility Reports (DPRs),

Financial Schemes- Offered by Various Financial Institutions Like Commercial Banks, Offered by Various Financial Institutions Like –Commercial Banks and financial institutions.

Subsidies, Grants with Special Reference to Export Oriented Businesses.

UNIT V: Important Organisations

Role of the following agencies in the entrepreneurship development:

1. DIC- District industrial center,
2. SISI – small industry service institute,
3. EDII – Entrepreneurship Development Institute of India,
4. NIESBUD – National Institute of Entrepreneurship and small business Development,
5. NEDB – National Entrepreneurship Development Board,

Suggested Readings:

Charantimath, P. M. (2018). *Entrepreneurship Development and Small Business Enterprises* (3rd Edition). India: Pearson.

Desai, V. (2011). *Dynamics of Entrepreneurial Development and Management*. India: Himalaya Publishing House. *Dynamics of Entrepreneurship Development* (2011) - Vasant Desai. Himalaya publishing house.

HBR Handbooks (2018). *Harvard Business Review Entrepreneur's Handbook*. Harvard: HBR Handbook.

Holt, D, H, (2016). *Entrepreneurship: New Venture Creation* - David H. Holt (2016). India: Pearson education. India

Roy, R. (2011). *Entrepreneurship*. India: Oxford Higher Education.

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Course curriculum-MBA(INTEGRATED) PROGRAMME

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|---|---|
| MBA (I) SEMESTER 3 MBA (I) HRM-01 INDUSTRIAL LAW CREDIT: 4 | Max. Marks: 100 Min. Marks: 35 External: 60 Internal: 40 |
|---|---|

Course Objectives:

The course aims to acquaint the student with an overview of Industrial laws and regulations.
 The course aims to acquaint the students with Industrial Disputes and Dispute Settlement Mechanism.
 The course aims to acquaint the detailed conceptual analysis on Wage Policies, compensation, social security, retirement benefits during the course of employment and working conditions of employees.

Course Outcome (CO) and CO-PO Matrix:

| | The subject will enable/help student to/in- | PO1 | PO2 | PO3 | PO4 | PO5 |
|------|--|-----|-----|-----|-----|-----|
| CO1A | Analyze the dynamic legal context in which factories could be setup and their rules for labor. | 3 | 3 | 2 | 2 | 3 |
| CO1B | Understand the provisions of the Industrial Disputes Act, 1947 which provides for settlement of industrial disputes through conciliation, voluntary arbitration and compulsory adjudication. | 3 | 3 | 3 | 2 | 1 |
| CO2 | Understand the process of trade union formation, working, role of trade union. | 3 | 3 | 3 | 2 | 1 |
| CO3 | Determine the process and rules of wages payment to the workers. | 2 | 3 | 3 | 3 | 1 |
| CO4 | Learn the process and rules of minimum wages payment to the workers. | 2 | 2 | 2 | 2 | 1 |

UNIT I

Factories Act 1948: Definitions, Provisions relating to Health, Safety, Welfare, **Women**, Children and Hazardous Process, Penalties and procedure.

UNIT II

The Industrial Dispute Act, 1947: Concept of Industrial disputes, settlement of Industrial dispute, procedure, power and duties of authorities, Strikes and Lockouts, Retrenchment and lay off.

UNIT III

Industrial Relations: The trade union Act, 1926- Definition of a trade union, Registration of trade unions, regulation, penalties, and Other provision.

UNIT IV

Payment of Wages Act, 1936: Introduction, object of the Act, Applicability of the act, Definitions, Rules for Payment of wages - Responsibility for payment of wages, Fixation of wages periods, Time of payment of wages, Mode of payment of wages.

UNIT V

The Minimum Wages Act, 1948: Objectives of the Act, Definitions, Eligibility, Fixation of minimum rate of wages, Wages in kind, payment of minimum rate of wages, Normal working hours, overtime wages, Claims, Penalties.

Course curriculum-MBA(INTEGRATED) PROGRAMME

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| MBA (I) SEMESTER 5 MBA (I) HRM-02 SOCIAL SECURITY AND WELFARE CREDIT: 4 | Max. Marks: 100 Min. Marks: 35 External: 60 Internal: 40 |
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Course Objective: -

The subject will make students aware about social securities and welfare schemes applied by organization

Course Outcome (CO) and CO-PO Matrix:

| | The subject will enable/help student to/in- | PO1 | PO2 | PO3 | PO4 | PO5 |
|------|--|-----|-----|-----|-----|-----|
| CO1A | Understand concept and development of social security. | 3 | 1 | 1 | 0 | 1 |
| CO1B | Memorize the concept and policies pertaining to workmen compensation. | 3 | 1 | 1 | 1 | 1 |
| CO2 | Analyze features of maternity benefit provide to employees. | 1 | 3 | 2 | 1 | 2 |
| CO3 | Evaluating and applying the concepts and methods of collective bargaining. | 2 | 2 | 2 | 2 | 1 |
| CO4 | Comprehend workers participation in organizations in India. | 2 | 2 | 2 | 1 | 3 |

UNIT I

Social Security: Definition, Components, Evolution and International standard of social security, Social security schemes in India, Limitations of our social security schemes and Major recommendations of the second NCL on social security

UNIT II

Workmen's Compensation Act, 1923: Object and Scope, Employer's liability for compensation, Conditions when employer is liable to pay compensation, when employer is not liable to pay compensation, amount of compensation, claims, compensation commissioner.

UNIT III

Maternity Benefit Act, 1961: Object and scope, Definitions, Employment of, or work by, women prohibited during certain period, Right to payment of maternity benefit, Continuance of payment of maternity benefit in certain cases, Payment of maternity benefit in certain cases, Claims.

UNIT IV

Collective Bargaining: Concept, Evaluation, Nature, Scope and Types of collective bargaining Process of collective bargaining, Policies of collective bargaining, Benefits of collective bargaining, Conditions essential for successful collective bargaining, Laws of collective bargaining and Collective bargaining regarding public and private sectors

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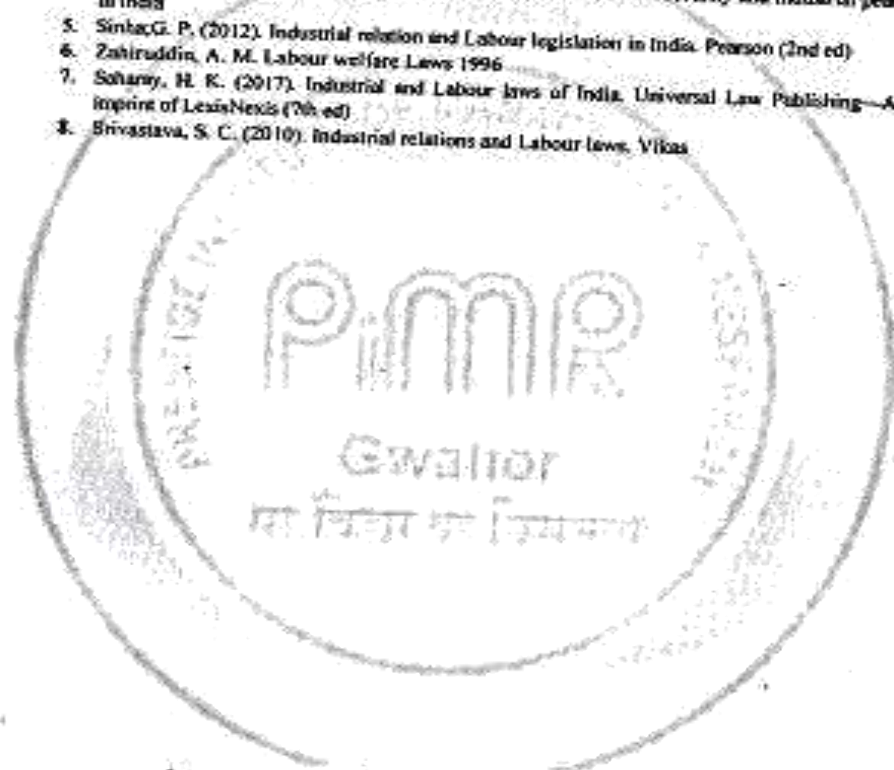
Course curriculum-MBA(INTEGRATED) PROGRAMME

UNIT V

Workers Participation: Meaning Origin Growth and Objectives of worker participation, Factors influencing participation. Schemes of worker's participation and Worker participation in management in India with special to Indian industries.

Suggested Readings:

1. Sharma, A. M. (2011). 'Social, Security Labour Welfare' Himalayas publishing house
2. A. O Social Security. International Labour Office
3. Malik, P. L. (2017). Industrial Law. Eastern Book, Company
4. Mimeris, C. B., & Mimeris, S. (2018). Industrial Labour, social security and industrial peace in India
5. Sinha G. P. (2012). Industrial relation and Labour legislation in India. Pearson (2nd ed)
6. Zahiruddin, A. M. Labour welfare Laws 1996
7. Sahany, H. K. (2017). Industrial and Labour laws of India. Universal Law Publishing—An imprint of LexisNexis (7th ed)
8. Srivastava, S. C. (2010). Industrial relations and Labour laws. Vikas



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Course curriculum-MBA(INTEGRATED) PROGRAMME

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| MBA (B) SEMESTER 4 MBA (I) 403 ENVIRONMENTAL SCIENCE CREDIT: 4 | Max. Marks: 100 Min. Marks: 35 External: 60 Internal: 40 |
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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.

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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.

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Coordinator of Curriculum

Director Institute of Management & Research, Gwalior

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- 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.



Prestige Institute of Management & Research, Gwalior (Dr.) Tarika Singh

Controller of Examinations

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| MBA (I) SEMESTER 2 MBA (I) 209 PERSONALITY DEVELOPMENT (PART II) CREDIT: 2 | Max. Marks: 50 Min. Marks: 18 Internat: 50 |
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Course Objective:

To make student self-aware. An understanding of communicative English grammar A dramatically increased English vocabulary

Course Outcome (CO) and CO-PO Matrix:

| | The subject will enable/help student to/in- | PO1 | PO2 | PO3 | PO4 | PO5 |
|------|--|-----|-----|-----|-----|-----|
| CO1A | Make students understand about themselves & their basic traits through SWOT analysis. | 3 | 3 | 2 | 2 | 2 |
| CO1B | Understand the basics of Communicative English Grammar & its application. | 2 | 1 | 1 | 1 | 1 |
| CO2 | Develop creative writing skills on topics of Gen. | 2 | 3 | 1 | 2 | 2 |
| CO3 | Learn to imbibe human values by listening & watching great motivators of the time. | 2 | 2 | 1 | 1 | 1 |
| CO4 | Help the students to express their thoughts on various issues with their peer group and enhance communicative skills with corporate mannerisms | 1 | 2 | 1 | 1 | 1 |

UNIT I

Know Yourself/Who am I? To help students in identifying their core potential to from the VISION & MISSION, to help the students for what they found most important in the themselves or what is that area they want to improve, the students to make "ME CHART" through SWOT analysis.

UNIT II

Communicative English Grammar: Kinds of Sentences (based on structure), Simple, Compound & Complex Sentences, Transformation of Sentences, Active & Passive Voice; in the process form, Report speech: in the process form, in the process form: e.g. making a cup of tea/how to polish your shoes/making sandwiches/asking a baby to brush his/her how to wash your clothes. etc. with the help of using all the tenses: How you did it? (PAST), How to do it? (Present), How will you do it? (Future), framing Questions: Questions Tags & Answer Tags.

UNIT III

Word Power: Word often confused, Elaboration of Proverbs: Fill in the blanks, explain it & to make a story on it, Idiomatic Equals/Phrasal Verbs: Explaining the meaning & making a sentences on it, Prepositional phrases. Movie Review on Inspiring Movies/Video Clips: to ask the students give the write-up (on the video clip seen) in 300 words in his own handwriting, Dr. A P J Kalam, Steve Jobs, Harsha Bhogle, Shiv Khera, Stephen R. Covey, Zig Ziglar, Deepak Chopra, etc.

UNIT IV

Group Discussion on current issues.

Training

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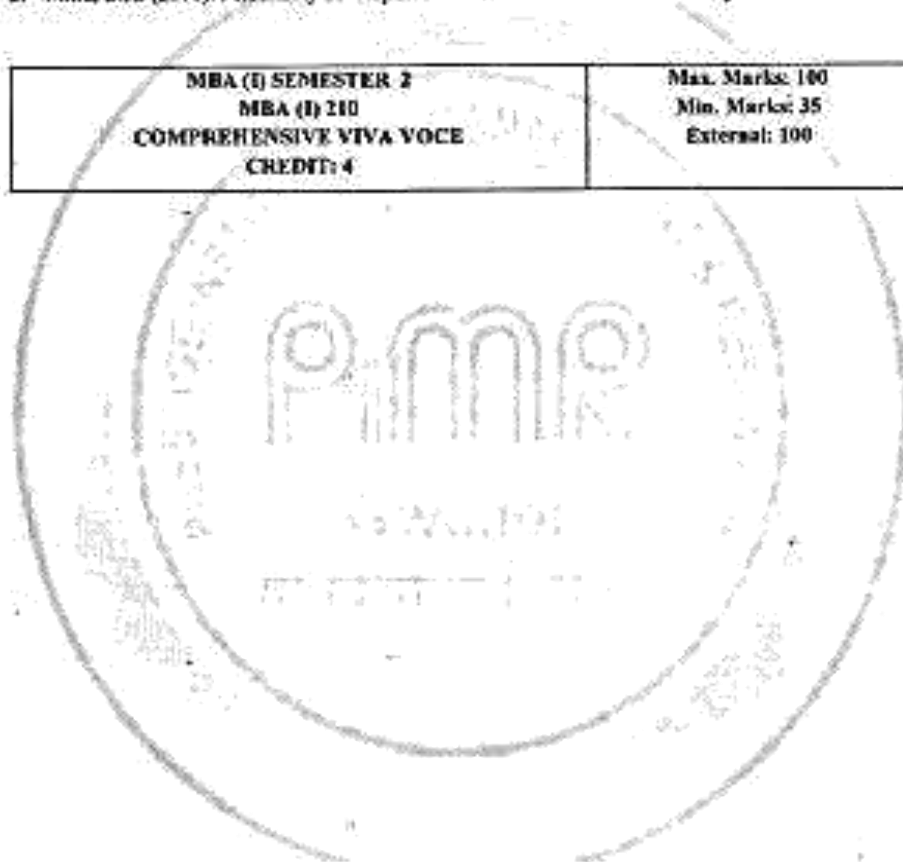
UNIT V

Speech Craft (Effective Public Speaking)- On current issues like, Women Empowerment, Girl Child discrimination, Demonetization, Clean India, Terrorism, Environmental degradation (Save mother), Save water, INTER SEMESTER COMPETITING CAN BE HELD on the above topics, Articulation Skills (On the availability of time/Stand by)

Suggested Readings:

1. Wren, P.C. Martin, H. & Prasad Rao, N.D.V (2008). High School English Grammar and Composition, New Delhi: S. Chand & Company Ltd.
2. Lewis, N. (1991). Word power made easy. Simson and Schuster.
3. Mitra, B.K. (2011). Personality development and soft skills. Oxford University Press.

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| MBA (I) SEMESTER 2 MBA (I) 210 COMPREHENSIVE VIVA VOCE CREDIT: 4 | Max. Marks: 100 Min. Marks: 35 External: 100 |
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MBA HRM 02-LEGAL FRAMEWORK GOVERNING INDUSTRIAL RELATION

Credit- 04

Course Objective

The course explains labor laws regulating industries and industrial relations.

Course Outcomes

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

- CO1(A): Discuss the applicability and provisions of Factories Act 1948.
- CO1(B): Demonstrate the process to resolve industrial disputes.
- CO2: Discuss the retirement benefits applicable in the industry.
- CO3: Evaluate the need of minimum wages and ESI benefits.
- CO4: Illustrate the rights and benefits of the women employees.

CO-PO Matrix

| CO/PO | PO1 | PO2 | PO3 | PO4 | PO5 |
|-------|-----|-----|-----|-----|-----|
| CO1 | 3 | 3 | 2 | 2 | 2 |
| CO2 | 2 | 2 | 2 | 1 | 1 |
| CO3 | 3 | 2 | 1 | 1 | - |
| CO4 | 2 | 2 | 2 | 1 | 1 |

Unit I

Factories Act, 1948:

Objective and Application of The Act; Registration and License (Sec. 6); Health (Sec.11-20); Safety (Sec. 21-40); Welfare (Sec. 42-50); Working Hour of Adults (Sec. 53-64); Employment of Young Persons (Sec. 72-74); Annual Leave with Wages (Sec. 83); Hazardous Process (Sec. 87- 89); Penalties and Procedures (Sec.107).

Unit II

Industrial Dispute Act, 1947:

Objective and Application of the Act; Definition of Authorities under this Act; Settlement of Industrial Dispute; Procedure, Power, Duties and Authorities (Sec. 11-21); Provisions of Strikes and Lockout (Sec. 22-25); Retrenchment, and Layoff (Sec. 25a-25h); Unfair Labour Practices (Sec. 25i, 25u); Penalties (Sec. 26-31).

Unit III

Employees Provident Fund Act, 1952:

Objective and Application; Applicability and Non-Applicability of the Act; Contribution to the Provident Fund (Sec. 6); Employees' Pension Scheme (Sec. 6a); Employee Deposit Linked scheme (Sec.6c); Determination of Money due from Employers (Sec.7); Priority of Payment of

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Contributions over other Debts (Sec. 11); Calculation of Employee Provident Fund.

Payment of Gratuity Act, 1972:

Objective and Application of Payment of Gratuity Act 1972; Payment of Gratuity and Determination of Amount of Gratuity.

Unit IV

Minimum Wages Act, 1948:

Objective and Application of the Act; Fixing of Minimum Rates of Wages (Sec. 3); Minimum Rate of Wages (Sec.4); Procedure for Fixing and Revising Minimum Wages (Sec.5); Payment of minimum rates of wages; Fixing hours of normal working day etc; Wage of Worker who Works for less than Normal Working Day; Maintenance of Registers and Records; Penalties for Certain Offences.

Employee State Insurance Act, 1948:

Objective and Application of the Act; Principle employer [Sec.2(17)]; Immediate Employer [Sec. 2(13)]; Liability of Employer [Sec.2(a),35(5),40,44]; Sickness Benefits (Sec. 46-54); Maternity Benefits [Sec.46(1)(b)]; Disablement Benefits [Sec.46(1)(c)-51]; Medical Benefits (Sec. 56-58); Discharge of Employment (Sec. 70); Other benefits.

Unit V

The Maternity Benefit Act, 1961:

Objective and Application of the Act, right to Payment of Maternity Benefit (Sec. 5); Notice of Claim for Maternity Benefit and Payment Thereof (Sec. 6); Payment of Medical Bonus (Sec.8); Leave for Miscarriage; Leave for Illness Arising out of Pregnancy; Delivery, Premature Birth of Child, or Miscarriage, Nursing Breaks (Sec. 9-11); Dismissal during Absence or Pregnancy, Penalty for Contravention of Act by Employers; Penalty for Obstructing Inspector; Cognizance of Offences.

Sexual Harassment Act, 2013:

Objective and Application of the Act; Constitution of Internal and Local Complain Committee; Duties of Employer; Duties and Powers of District Officer

Note: All above acts must be taught with latest amendments by the Govt.

Suggested Readings:

- Kapoor, N. D. (2011). *Handbook of Industrial Law*. Eastern Book Company. Malik, P. L. (2015). *Handbook of Industrial Law*. Eastern Book Company.
- Padhi, P. L. (2011). *Labour and Industrial Law*. Printice Hall of India Ltd.
- Sinha, Sinha & Shekhar, *Industrial Relation, Trade Union and Labour Legislation*, Pearson Education, Ltd.
- Raina Sen, *Industrial Relation in India*, MacMillan India.
- V.G. Goswami *Labour and Industrial Law*, Central Law Agency
- <https://www.esic.nic.in/esicact>
- <https://labour.gov.in>

Pallab Sikawan

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| MBA_BA I SEMESTER INDUSTRY READINESS PAPER CODE: MBA_BA –107 | Max. Marks: 50 Min. Marks: 09 External :25 Internal: 25 |
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Credits: 02

INDUSTRY READINESS

Course Objectives:

The student is able to develop the required skills to get placement through personality development and communication.

Course Outcome:

CO1a: Develop knowledge, skills, and practice human communication that enhance their ability to work collaboratively with others.

CO1b: Students will be able to write and handle office communication in an online and offline mode.

CO/PO MATRIX.


| Course Outcomes | PO1 | PO2 | PO3 | PO4 | PO5 |
|-----------------|-----|-----|-----|-----|-----|
| CO1a | - | - | 3 | 2 | 3 |
| CO1b | - | - | 3 | 1 | 3 |

Interviews: Online and Off Line

Coverage for Online Interviews: Modes of Conducting Online Interviews (Interview Via E-Applications Like Zoom, Cisco Webex, Google Meet, Google Duo, Google Hangout etc., Telephonic Interviews), Pre-Requisites for appearing for online interviews, Key points to remember pre, During and Post Interview, Do's and Don'ts of Online Interviews, Evaluation parameters of Online Interview.

Coverage for Offline Interviews: Pre-Requisites for appearing in Offline interviews, Key points to remember pre, During and Post Interview, Do's and Don'ts of physical Interviews, Evaluation parameters of Offline Interviews Interview.

Areas to be Covered for Both: Appearance, Content, SWOT of candidate as well as organization, Gestures, Postures, Accent, how to defend your resume, Fitment for the Job role.




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Group Discussion: Online and Offline

Communication in Organization

Coverage: Basics of Email Writing to Senior, Colleagues and Junior, Communication via Telephonic call at all level of organization, Selection of words while texting your seniors, Managers, colleagues and Juniors, What need not to be there in your communication via any mode to your Seniors, managers, Colleagues and Juniors, Sample of Professional Email, Text messages, What's App messages, Do's and Don't's while you are communicating at different hierarchical level in your organization, Importance and need of Acknowledgement to communication which you receives at different level in organization, How to greet your seniors, Colleagues and Juniors face to face or via any virtual Mode, Few sample sentences, idioms, Phrases, Salutations for making communication effective

Note: Students should be guided to prepare an office communication report file for the evaluation purpose along with one objective test.



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