

M.L.Dahanukar College of Commerce

Teaching Plan: 2017-18

Department: B.com/B.M.S Environment Management and Economics Semester: II

Class: FYBEME

Subject: Ecology and Environment

Name of the Faculty: Prajktha Jadhav

Month	Topics to be Covered	Internal Assessment	Number of Lectures
November	MODULE – I Ecology – Meaning - Environmental Science – History of Ecology – Ecology Today – Scope of Ecology – The Subdivisions of Ecology – Models in Ecology – Fundamental Concepts – Environmentalism – Conservation Ethics – Air pollution- Water pollution -Noise pollution , Radioactive pollution - Solid waste pollution - Land pollution		15
December	MODULE – II Origin of Atmosphere – Vertical Structure of the Atmosphere – Ecological Significance of Air – Horizontal Motion of Atmosphere – vertical Movements – Upper Air Circulation (Jet Streams) – Air Masses – Important Properties of the Atmosphere – Acid Rain		15
January	MODULE – III Zonal Structure of the Earth – The Geologic Cycle – Minerals and Rocks – Soil – Pedogenesis – Soil Types – Soil Classification – Types of Rocks and Minerals – Soil profile – Soil Erosion in India – Soil Conservation – Biota of the Soil – Soil Adaptations in Animals	Class Test	15
February	MODULE – IV Hydrologic – Water Budget – Fresh Water Environment – Lakes – Eutrophication of Lakes – Reservoirs –		15

	<p>Running Water – The Open Ocean – Physico-chemical Aspects of Marine Environment – Wetlands and Coastal Environment – Antarctic Research Programme – Coral Reef – Exclusive Economic Zone (EEZ) – Estuaries – Biosphere -Introduction – concept of Biome – Evolution and Diversity in Biomes – Major Biomes of Earth – Landforms</p>		
March	<p>MODULE – V Ecosystem Biodiversity – Species Diversity – Genetic Diversity – Global Diversity – The Value of Biodiversity – Biodiversity and Ecosystem function – Biodiversity – Hot Spots – Bio-wealth – Biotic Impoverishment – Biodiversity conservation – Biotechnology and Biodiversity – Milestones of Convention of Biodiversity (CBD) – Main Players in CBD.</p> <p>MODULE – VI Resource Cycle – Mineral Resources – Marine Resources – Mineral Resources of Antarctica – Energy Resources – Renewable Sources of Energy – Energy from Biomass – Nonrenewable Sources of Energy – Nuclear Energy – Geothermal Energy – Ocean Thermal Energy – Energy for the Future – Forest Resources – Deforestation – Water A Vital Resources – India’s Water Budget</p>		15

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Class: FYBEME

Subject: Human Resource Management

Name of the Faculty: Manasi Mule

Month	Topics to be Covered	Internal Assessment	Number of Lectures
November	Introduction to HRM Definition, Features, Scope/Functions of HRM, Definition of Personnel Management. Evolution of HRM/ Trends in HRM, Difference between HRM and PM , Challenges before the HR manager, Role of HR Manager, Traits/Characteristics of the workforce, Personnel Philosophy, Personnel Manual.		
December	Human Resource Planning Definition of HRP Process of HRP along with brief coverage of personnel demand and supply forecasting techniques Factors affecting HRP Human Resource Information System (HRIS), VRS, Outsourcing, Pink slip/ termination/ retrenchment/ downsizing/ separation Contracting and Sub-contracting Promotions and Transfers Industrial Relations Definition of Industrial Relations, Features of Industrial Relations, Importance of Industrial Relations, Approaches to Industrial Relations, Parties to Industrial Relations Trade Unions Definition of Trade Union, Features of Trade unions, Trade union movement in India/ Trends in the Trade Union		

January	<p>Job Analysis, Job Design and Job Evaluation</p> <p>Job Analysis – Definition, methods of collecting job data, merits and demerits/limitations</p> <p>Job Design – Definition, Factors affecting Job Design, Approaches to Job Design</p> <p>Job Evaluation – Definition, methods of job evaluation, process of Job Evaluation.</p> <p>Participative Management Definition of Participative Management, Levels of participation</p> <p>Trends in Participative Management</p> <p>Factors essential for successful participative management</p> <p>Forms of participation</p> <p>Participation through Quality Circles</p> <p>Empowered Teams</p>	Class Test	
February	<p>Recruitment, Selection and Induction</p> <p>Recruitment – Definition, sources of recruitment , merits and demerits</p> <p>Selection – Definition, process of selection, types of selection tests, types of interviews</p> <p>Induction/Orientation – definition, methods, process</p> <p>Placement Training and Development</p> <p>Definition of Training and Development, Methods of training managers, Process/ procedure of conducting training programme, How to evaluate effectiveness of training programmes, Advantages of T&D</p>		
March	<p>Compensation Management</p> <p>Definition of compensation, Components of Salary / Salary slip, Fringe Benefits – definition and types, Performance linked incentives/ incentives- definition, advantages and disadvantages.</p> <p>Career Planning And Development</p> <p>Definition of Career Planning and Career Development, Process/ Procedure of Career Planning, Career</p>		

	Stages/ Career Life Cycle and how to handle personnel at each stage, Essentials to make career planning successful		
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Class: FYBEME

Subject: Introduction to Cost Accounting

Name of the Faculty: Mr. Mario Mascharenhas

Month	Topics to be Covered	Internal Assessment	Number of Lectures
November	Introduction & Importance of Cost Accounting : Cost, costing, cost accounting; Cost ascertainment : Cost control; Cost classification; Reporting : Objectives of cost accounting. Unit No. II A. Elements of cost : Material-labour; overheads.		
December	B. Bases of cost classification : On the basis of : Behavior / Variability Element of cost including direct and indirect concept. Functions. C. Determination of Total cost : Cost structure Cost sheets Composition of selling price		
January	Unit No. III Reconciliation between cost and financial records : Meaning and definition Need for reconciliation Causes of disagreement Procedure and preparation of statement of reconciliation. Unit No. IV Elementary Principles and Techniques of Marginal costing (Excluding Problems on Managerial Decisions) A. Elementary principles of marginal costing : Meaning features of marginal, profit analysis.	Class Test	
February	B. Techniques of Marginal Costing : Contribution Profit / volume ratio Break even point Margin of safety Cost volume		

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Department: B.com/B.M.S Environment Management and Economics Semester: II

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Subject: Economic Environment of Business

Name of the Faculty: Chetan Panchal

Month	Topics to be Covered	Internal Assessment	Number of Lectures
November	Circular flow of income. National income and related concepts, calculation of National income, National income and social welfare, concept of Human Development Index. Supply of money, demand for money, price level. Inflation and Stagflation.		
December	Overview of classical and Keynesian analysis. Business cycles – features, causes and remedial Measures. Equilibrium in the Goods and Money markets (IS-LM) Policy Environment Role of state in different economic systems. Theory of economic policy Monetary policy – objectives and instruments. Fiscal policy – objectives and instruments, , impact on business, concept of inclusive growth. Economic stabilization – Fiscal v/s Monetary policy and		
January	Structural policy. Trade policy – Protection v/s Free trade International Trade Overview of International trade. Distinction between domestic and international trade. Basis of trade – comparative cost difference, factor endowment and factor intensity. Balance of payments – accounting structure, disequilibrium (types, causes and remedial	Class Test	

	measures),		
February	Mechanism for international payments. Flexible v/s Managed exchange rate systems. Globalization Globalization – meaning and effects (gains and problems), role of IMF and World Bank, concept of global recession with contagion effects. World Trade Organization – agreements and implications for India, contentious issues, disputes settlement mechanism		
March	Foreign Capital – need for foreign capital, role of MNCs, FDI v/s Portfolio investment, causes of rising FDI in India		

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Subject: Production Management and Material Management

Name of the Faculty: Rahul Chopra

Month	Topics to be Covered	Internal Assessment	Number of Lectures
November	→ Introduction to the concept of operations and Operation Management → Development of Production Function. Relation of Production with other Functions like design function, purchase function, plant layout, maintenance etc. → Production classification, product selection (steps in identifying the product for manufacturing), Product development (market pull, technology push, inter functional approach). → Brief description/importance of research development and design of a product		
December	Facilities planning (how much to produce, level of automation, facilities required for manufacturing , where to produce, arranging required facilities, how to produce etc.) production systems → Plant layout: difference between various types of layout (Product layout, process layout, Cellular layout, static layout etc) → Various types of material Handling systems: their guidelines/principles, distinguishing features, uses → Overview of various types of maintenance systems → Meaning/functions/ nature of production,		

	planning and control		
January	<p>→ Importance of materials management (corporate policy, organisation, research, planning, source selection) → Value Analysis and Value Engineering → Purchase Management, importance of purchasing, various R's of Purchasing, purchasing systems → Need for forecasting price/policy on seasonal commodities and capital equipments. Simple problems on various types of forecasting including exponential smoothing → Inventory management, its prime importance in our country today. → Inventory control techniques- ABC, FSN, GOLF, VED, SOS, HML → Make or Buy Decisions: Problems on inventory Management</p>	Class Test	
February	<p>UNIT – IV → Warehousing and stored management- centralised and de-centralised stores. Brief introduction to various methods of stores accounting. → Need for stock verification → Management of scrap, waste, surplus, obsolete materials. → JIT, KANBAN, KAIZEN, Push vs. Pull concept, MRP → Explanation of EOQ – its advantages and disadvantages. Types of inventory systems (PSystems and – Systems). Need for safety stock/reserve stock. Simple problems on these topics. → SQC – techniques, Control Charts, X- Bar chart, R- chart, P- chart, C- chart. Graphical representation. Direct problems on these topics</p>		

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Department: B.com/B.M.S Environment Management and Economics Semester: II

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Subject: Business Statistics

Name of the Faculty: Anushree Joshi

Month	Topics to be Covered	Internal Assessment	Number of Lectures
November	Introduction to Statistics : Types of data. Data collection methods Census and Sample Survey : Presentation of data : Tabular (Frequency distribution) and Graphical (Frequency Curve Ogives. Histogram). Measures of Central Tendency : Arithmetic mean, median, mode, geometric mean – their properties and applications.		
December	Measures of Dispersion : Absolute measures Range, Quartile deviation, Standard deviation, Variance and Relative measures coefficient of quartile range, coefficient of deviation, coefficient of variation. Unit No. II Forecasting Techniques Correlation and Regression : Karl Pearson's coefficient of correlation (Properties and calculation); Spearman's Rank Correlation coefficient, Regression equation Statement and use. Time Series : Components. Additive and multiplicative models, Estimation of linear trend by (i) least squares method (ii) moving average method Determination of seasonal trend using simple average method.		
January	Index Numbers : Meaning and uses, Simple and composite index number. Aggregative	Class Test	

	<p>and average of price relatives simple and weighted index number. Construction of index number fixed and chain base.</p> <p>Laspayre's Paasche's Kelly's and Fisher's index numbers. Construction of (i) consumer price index (ii) Cost of living index numbers Deflating, Splicing, Shifting of Base Year, Conversion from fixed base to chain base index numbers and vice-a-versa.</p>		
February	<p>Unit No. III Probability and Probability Distribution : Probability : Sample space as a concept, different types of events. Definition of probability. Addition and Multiplication Laws of probability (Statements and use only) conditional probability, Bayes' Theorem (concept only). Random Variable, Expectation and Variance. Probability distributions – Binomial and Normal. Unit No. IV Testing of Hypotheses Sampling distribution : Sample mean and sample proportion. Determination of sample size. Central Limit Theorem (Statement only).</p>		
March	<p>Testing of Hypotheses Sampling distribution : Sample mean and sample proportion. Determination of sample size. Central Limit Theorem (Statement only). Hypothesis : Simple and composite, null and alternative. Two types of errors, level of significance (concepts only Large sample test. Tests based on Normal distribution (Tests for mean and difference in two means, proportion and difference in two proportions). Internal estimation, t-test (concept only).</p>		

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