

M. L. Dahanukar College of Commerce

Teaching Plan: 2023 - 24

Department: Bachelor of Management Studies

Class: TYBMS Semester: V

Subject: Logistics and Supply Chain

Name of the Faculty: Satish Bendre

Month	Topics to be Covered	Additional Activities planned / done	Number of Lectures (of 50 minutes)
June 23	<p>a) Introduction to Logistics Management • Meaning, Basic Concepts of Logistics- Logistical Performance Cycle, Inbound Logistics, Inprocess Logistics, Outbound Logistics, Logistical Competency, Integrated Logistics , Reverse Logistics and Green Logistics • Objectives of Logistics, Importance of Logistics, Scope of Logistics, Logistical Functions/Logistic Mix, Changing Logistics Environment</p> <p>b) Introduction to Supply Chain Management • Meaning, Objectives, Functions, Participants of Supply Chain, Role of Logistics in Supply Chain, Comparison between Logistics and Supply Chain Management, Channel Management and Channel Integration</p> <p>c) Customer Service: Key Element of Logistics • Meaning of Customer Service, Objectives, Elements, Levels of customer service, Rights of Customers</p> <p>d) Demand Forecasting • Meaning, Objectives ,Approaches to Forecasting, Forecasting Methods, Forecasting Techniques, (Numerical on Simple Moving Average, Weighted Moving Average)</p>	- Case Study Discussion	10
July 23	<p>a) Transportation • Introduction, Principles and Participants in Transportation, Transport Functionality, Factors Influencing Transportation Decisions, Modes of Transportation- Railways, Roadways, Airways, Waterways, Ropeways, Pipeline, Transportation Infrastructure, Intermodal Transportation</p> <p>b) Warehousing • Introduction, Warehouse Functionality, Benefits of Warehousing, Warehouse Operating Principles, Types of Warehouses, Warehousing Strategies, Factors affecting Warehousing</p> <p>c) Materials Handling • Meaning, Objectives, Principles</p>	- Case study discussion - Quiz - Group PPT	18

	of Materials Handling, Systems of Materials Handling, Equipments used for Materials Handling, Factors affecting Materials Handling Equipments d) Packaging • Introduction, Objectives of Packaging, Functions/Benefits of Packaging, Design Considerations in Packaging, Types of Packaging Material, Packaging Costs	Presentation s by students	
August 23	a) Inventory Management • Meaning, Objectives, Functions, Importance, Techniques of Inventory Management (Numericals - EOQ and Reorder levels) b) Logistics Costing • Meaning, Total Cost Approach, Activity Based Costing, Mission Based Costing c) Performance Measurement in Supply Chain • Meaning, Objectives of Performance Measurement, Types of Performance Measurement, Dimensions of Performance Measurement, Characteristics of Ideal Measurement System d) Logistical Network Analysis • Meaning, Objectives, Importance, Scope, RORO/LASH	Group Activity for students - Quiz on identifying brands - Case study discussions	14
September 23	a) Information Technology in Logistics • Introduction, Objectives, Role of Information Technology in Logistics and Supply Chain Management, Logistical Information System, Principles of Logistical Information System, Types of Logistical Information System, Logistical Information Functionality, Information Technology Infrastructure b) Modern Logistics Infrastructure • Golden Quadrilateral, Logistics Parks, Deep Water Ports, Dedicated Freight Corridor, Inland Container Depots/Container Freight Stations, Maritime Logistics, Double Stack Containers/Unit Trains c) Logistics Outsourcing • Meaning, Objectives, Benefits/Advantages of Outsourcing, Third Party Logistics Provider, Fourth Party Logistics Provider, Drawbacks of Outsourcing, Selection of Logistics Service Provider, Outsourcing-Value Proposition d) Logistics in the Global Environment • Managing the Global Supply Chain, Impact of Globalization on Logistics and Supply Chain Management, Global Logistics Trends, Global Issues and Challenges in Logistics and Supply Chain Management		14
October 23	Revision		04
	Total Lectures		60

Satish Bendre

Sign of Faculty

Dr. Mitali Shelankar

Sign of Coordinator

M. L. Dahanukar College of Commerce

Teaching Plan: 2023 - 24

Department: Bachelor of Management Studies

Class: TYBMS (A & B) Semester: V

Subject: Corporate Communication & Public Relations

Name of the Faculty Member: Ganesh Achwal

Month	Topics to be Covered	Additional Activities planned / done	Number of Lectures / Per Division
June 23	<p>a) Corporate Communication: Scope and Relevance</p> <p>b) Introduction, Meaning, Scope, Corporate Communication in India, Need/ Relevance of Corporate Communication in Contemporary Scenario b) Keys concept in Corporate Communication</p> <p>c) Corporate Identity: Meaning and Features, Corporate Image: Meaning, Factors Influencing Corporate Image, Corporate Reputation: Meaning, Advantages of Good Corporate Reputation c) Ethics and Law in Corporate Communication</p> <p>d) Importance of Ethics in Corporate Communication, Corporate Communication and Professional Code of Ethics, Mass Media Laws: Defamation, Invasion of Privacy, Copyright Act, Digital Piracy, RTI</p>	Case Study	12
July 23	<p>a) Fundamental of Public Relations: Introduction, Meaning, Essentials of Public Relations, Objectives of Public Relations, Scope of Public Relations, Significance of Public Relations in Business</p> <p>b) Emergence of Public Relations: Tracing Growth of Public Relations, Public Relations in India, Reasons for Emerging International Public Relations</p> <p>c) Public Relations Environment: Introduction, Social and Cultural Issues, Economic Issues, Political Issues, Legal Issues</p> <p>d) Theories used in Public Relations:</p>	Mock Discussion	16

	Systems Theory, Situational Theory, Social Exchange Theory, Diffusion Theory		
Aug 23	<p>a) Media Relations: • Introduction, Importance of Media Relations, Sources of Media Information, Building Effective Media Relations, Principles of Good Media Relations</p> <p>b) Employee Communication: • Introduction, Sources of Employee Communications, Organizing Employee Communications, Benefits of Good Employee Communications, Steps in Implementing An Effective Employee Communications Programme, Role of Management in Employee Communications</p> <p>c) Crisis Communication: • Introduction, Impact of Crisis, Role of Communication in Crisis, Guidelines for Handling Crisis, Trust Building</p> <p>d) Financial Communication: • Introduction, Tracing the Growth of Financial Communication in India, Audiences for Financial Communication, Financial Advertising</p>	Case Study	16
Sept 23	<p>a) Contribution of Technology to Corporate Communication • Introduction, Today's Communication Technology, Importance of Technology to Corporate Communication, Functions of Communication Technology in Corporate Communication, Types of Communication Technology, New Media: Web Conferencing, Really Simple Syndication (RSS)</p> <p>b) Information Technology in Corporate Communication • Introduction, E-media Relations, E-internal Communication, E-brand Identity and Company Reputation</p> <p>c) Corporate Blogging • Introduction, Defining Corporate Blogging, Characteristics of a Blog, Types of Corporate Blogs, Role of Corporate Blogs, Making a Business Blog</p>	Class Presentations	12
Oct 23	Revision		4
	Total no. of lectures		60

Ganesh Achwal

Sign of Faculty-

Dr. Mitali Shelankar

Sign of Coordinator

M.L.Dahanukar College of Commerce

Teaching Plan: 2023 - 24

Department: Bachelor of Management Studies

Class: TYBMS B

Semester: V

Subject: CUSTOMER RELATION MANAGEMENT

Name of the Faculty: PRAGALBH JHA

Month	Topics to be Covered	Additional Activities planned / done	Number of Lectures (of 50 minutes)
June 23	CONCEPT OF CRM, EVOLUTION OF CRM, EVOLUTION OF CUSTOMER RELATIONSHIP, OBJECTIVE OF CRM. BENEFITS OF CRM TO CUSTOMER, BENEFITS OF CRM TO ORGANISATION CUSTOMER PROFITABILITY SEGMENT, COMPONENTS OF CRM BARRIERS TO CRM, RELATIONSHIP MARKETING AND CRM, RELATIONSHIP DEVELOPMENT STRATEGIES	Practical activity Group discussion.	12
July 23	SERVICE LEVEL AGREEMENTS, RELATIONSHIP CHALLENGES CRM MARKETING INITIATIVES CRM AND CUSTOMER SERVICES CRM AND DATA MANAGEMENT TYPES OF DATA IDENTIFYING DATA QUALITY ISSUES, PLANNING INFORMATION QUALITY USING TOOLS TO MANAGE DATA, TYPES OF DATA ANALYSIS	Presentation Group activity	18
August 23	UNDERSTANDING CUSTOMERS, CUSTOMER VALUE CUSTOMER CARE, COMPANY PROFIT CHAIN OBJECTIVE OF CRM STRATEGY, CRM STRATEGY CYCLE, ACQUISITION, RETENTION AND WIN-BACK COMPLEXITIES OF CRM STRATEGY, PLANNING AND IMPLEMENTATION OF CRM DIFFERENT LEVELS OF E-CRM, PRIVACY IN E-CRM, SOFTWARE APP FOR CUSTOMER	Case study Class Debate	14

	SERVICE SOCIAL NETWORKING AND CRM		
September 23	CRM IMPLEMENTATION STEPS, CRM EVALUATION COMPANY 3E MEASURESSURE CONCEPT OF E-CRM MOBILE CRM, CRM TRENDS GLOBAL CRM, CHALLENGES OF GLOBAL CRM ETHICAL ISSUES IN CRM	Case study Assignment	16
	Total Lectures		60

Pragalbh Jha

Sign of Faculty

Dr. Mitali Shelankar

Sign of Coordinator

M.L.Dahanukar College of Commerce

Teaching Plan: 2023 - 24

Department: Bachelor of Management Studies

Class: TYBMS Semester: V

Subject: E-Commerce and Digital Marketing

Name of the Faculty: Sneha Chavan

Month	Topics to be Covered	Additional Activities planned / done	Number of Lectures (of 50 minutes)
June 23	Introduction to E-commerce Ecommerce-Meaning, Features of E-commerce, Categories of E-commerce, Advantages & Limitations of E-Commerce, Traditional Commerce & E-Commerce Ecommerce Environmental Factors: Economic, Technological, Legal, Cultural; Social Factors Responsible for Growth of E-Commerce, Issues in Implementing E-Commerce, Myths of E-Commerce Impact of E-Commerce on Business, Ecommerce in India, Trends in E-Commerce in Various Sectors: Retail, Banking, Tourism, Government, Education Meaning of M-Commerce, Benefits of M-Commerce, Trends in M- Commerce	E Commerce Models (Discussion / Presentation)	10
July 23	E-Business & Applications E-Business : Meaning, Launching an E-Business, Different phases of Launching an E-Business Important Concepts in E-Business: Data Warehouse, Customer Relationship Management, Supply Chain Management, Enterprise Resource Planning Bricks and Clicks business models in E-Business: Brick and Mortar, Pure Online, Bricks and Clicks, Advantages of Bricks & Clicks Business Model, Superiority of Bricks and Clicks EBusiness Applications: E Procurement, ECommunication, E- Delivery, E-Auction, E-Trading. Electronic Data Interchange (EDI) in E-Business: Meaning of EDI, Benefits of EDI, Drawbacks of EDI, Applications of s of EDI. Website: Design and Development of Website, Advantages	Website discussion (group activity)	16

	of Website, Principles of Web Design, Life Cycle Approach for Building a Website, Different Ways of Building a website		
August 23	Payment, Security, Privacy & Legal Issues in ECommerce Issues Relating to Privacy and Security in E-Business Electronic Payment Systems: Features, Different Payment Systems: Debit Card, Credit Card, Smart Card, E-cash, E-Cheque, Ewallet, Electronic Fund Transfer. Payment Gateway: Introduction, Payment Gateway Process, Payment Gateway Types, Advantages and Disadvantages of Payment Gateway. Types of Transaction Security E-Commerce Laws: Need for E-Commerce laws, ECommerce laws in India, Legal Issues in E-commerce in India, IT Act 2000	Cyber Crime cases	16
September 23	Digital Marketing, Introduction to Digital Marketing, Advantages and Limitations of Digital Marketing. Various Activities of Digital Marketing: Search Engine Optimization, Search Engine Marketing, Content Marketing & Content Influencer Marketing, Campaign Marketing, Email Marketing, Display Advertising, Blog Marketing, Viral Marketing, Podcasts & Vodcasts	Best digital marketing campaigns – Discussion	14
October 23	Digital Marketing on various Social Media platforms, Online Advertisement, Online Marketing Research, Online PR Web Analytics, Promoting Web Traffic Latest developments and Strategies in Digital Marketing	Presentation	04
	Total Lectures		60

Sneha Chavan

Sign of Faculty

Dr. Mitali Shelankar

Sign of Coordinator

M. L. Dahanukar College of Commerce

Teaching Plan: 2023 - 24

Department: Bachelor of Management Studies

Class: TYBMS

Semester: V

Subject: Sales and Distribution Management

Name of the Faculty: Ms. Priya Tiwari

Month	Topics to be Covered	Additional Activities planned / done	Number of Lectures (of 50 minutes)
June 23	Introduction a) Sales Management: • Meaning, Role of Sales Department, Evolution of Sales Management • Interface of Sales with Other Management Functions • Qualities of a Sales Manager • Sales Management: Meaning, Developments in Sales Management Effectiveness to Efficiency, Multidisciplinary Approach, Internal Marketing, Increased Use of Internet, CRM, Professionalism in Selling. • Structure of Sales Organization – Functional, Product Based, Market Based, Territory Based, Combination or Hybrid Structure b) Distribution Management: • Meaning, Importance, Role of Distribution, Role of Intermediaries, Evolution of Distribution Channels. c) Integration of Marketing, Sales and Distribution	Case Studies	12
July 23	Market Analysis and Selling a) Market Analysis: • Market Analysis and Sales Forecasting, Methods of Sales Forecasting • Types of Sales Quotas – Value Quota, Volume Quota, Activity Quota, Combination Quota • Factors Determining Fixation of Sales Quota • Assigning Territories to Salespeople b) Selling: • Process of Selling, Methods of Closing a Sale, Reasons for Unsuccessful Closing • Theories of Selling – Stimulus Response Theory, Product Orientation Theory, Need Satisfaction Theory • Selling Skills – Communication Skill, Listening Skill, Trust Building Skill, Negotiation Skill, Problem Solving Skill, Conflict Management Skill • Selling Strategies – Softsell Vs. Hardsell Strategy, Client Centered Strategy, Product-Price Strategy, Win-Win Strategy, Negotiation Strategy • Difference Between Consumer Selling and Organizational Selling • Difference Between National Selling and International Selling	Quiz	15
August 23	Distribution Channel Management • Management of Distribution Channel – Meaning & Need • Channel Partners- Wholesalers, Distributors and Retailers & their Functions in Distribution Channel, Difference Between a Distributor and a Wholesaler • Choice of Distribution System – Intensive, Selective, Exclusive • Factors Affecting Distribution Strategy –	Students Presentations	18

	Locational Demand, Product Characteristics, Pricing Policy, Speed or Efficiency, Distribution Cost • Factors Affecting Effective Management Of Distribution Channels, Channel Design, Channel Policy, Channel Conflicts: Meaning, Types – Vertical, Horizontal, Multichannel, Reasons for Channel Conflict, Resolution of Conflicts: Methods – Kenneth Thomas’s Five Styles of Conflict Resolution, Motivating Channel Members, Selecting Channel Partner, Evaluating Channels, Channel Control		
September 23	Performance Evaluation, Ethics and Trends a) Evaluation & Control of Sales Performance: • Sales Performance – Meaning • Methods of Supervision and Control of Sales Force • Sales Performance Evaluation Criteria- Key Result Areas (KRAs) • Sales Performance Review • Sales Management Audit b) Measuring Distribution Channel Performance: • Evaluating Channels- Effectiveness, Efficiency and Equity • Control of Channel – Instruments of Control – Contract or Agreement, Budgets and Reports, Distribution Audit c) Ethics in Sales Management d) New Trends in Sales and Distribution Management	Group Discussion	15
	Total Lectures		60

Ms. Priya Tiwari

Dr. Mitali Shelankar

Sign of Faculty

Sign of Coordinator

M. L. Dahanukar College of Commerce

Teaching Plan: 2023 - 24

Department: Bachelor of Management Studies

Class: TYBMS Semester: V

Subject: Services Marketing

Name of the Faculty: Ms. Delisha D'souza

Month	Topics to be Covered	Additional Activities planned / done	Number of Lectures (of 50 minutes)
June 23	Unit 1: Introduction to Services Marketing: <ul style="list-style-type: none">• Concept, Distinctive Characteristics, Service Marketing Triangle, Purchase Process for services, Marketing Challenges of Services.• Role of Services in Modern Economy, Services Marketing Environment• Goods v/s Services Marketing, Goods Services Continuum	- Case Study Discussion	10
July 23	<ul style="list-style-type: none">• Consumer Behaviour, Positioning a Service in the Market Place• Variations in Customer Involvement, Impact of service recovery efforts on customer loyalty.• Type of contact: High and low contact services• Sensitivity to Customers' Reluctance to Change. Unit 2: Key Elements of Services Marketing Mix: <ul style="list-style-type: none">• The Service Product, Pricing Mix, Promotion & Communication Mix, Place/Distribution of Service, People, Physical Evidence, Process-Service Mapping-Flowcharting.	- Case study discussion - Quiz - Group PPT Presentations by students	18
August 23	<ul style="list-style-type: none">• Branding of Services –	- Branding of	14

	<p>Problems and Solutions</p> <ul style="list-style-type: none"> Options for Service Delivery <p>Unit 3: Managing Quality Aspects of Services Marketing</p> <ul style="list-style-type: none"> Improving Service Quality and Productivity Service Quality – GAP Model, Benchmarking, Measuring Service Quality - Zone of Tolerance and Improving Service Quality 	<p>services – Group Activity for students</p> <ul style="list-style-type: none"> Quiz on identifying brands Case study discussions 	
September 23	<ul style="list-style-type: none"> The SERVQUAL Model Defining Productivity – Improving Productivity Demand and Capacity Alignment <p>Unit 4: Marketing of Services</p> <ul style="list-style-type: none"> International and Global Strategies in Services Marketing: Services in the Global Economy- Moving from Domestic to Transnational Marketing Factors favouring Transnational Strategy Elements of Transnational Strategy 	<ul style="list-style-type: none"> Case study discussion Group PPT Presentations by students. 	12
October 23	<ul style="list-style-type: none"> Recent Trends in Marketing of Services in: Tourism, Hospitality, Healthcare, Banking, Insurance, Education, IT and Entertainment Industry Ethics in Services Marketing: Meaning, Importance, Unethical Practices in Service Sector. 	Case study discussion	6
	Total Lectures		60

Ms. Delisha D'souza

Sign of Faculty

Dr. Mitali Shelankar

Sign of Coordinator

M. L. Dahanukar College of Commerce

Teaching Plan: 2023 – 24

Department: Bachelor of Management Studies

Class: TYBMS Semester: V

Subject: Finance for HR Professionals and Compensation Management

Name of the Faculty: Ms. Priya Tiwari

Month	Topics to be Covered	Additional Activities planned / done	Number of Lectures (of 50 minutes)
June 23	Compensation Plans and HR Professionals: <ul style="list-style-type: none">• Meaning, Objectives of Compensation Plans, Role of HR Professionals in Compensation Plans, Types of Compensation: Financial and non-financial, Factors Influencing Compensation• Compensation Tools: Job based and Skill based, Models: Distributive Justice Model and Labour Market Model, Dimensions of Compensation• 3 Ps Compensation Concept, Benefits of Compensation: Personal, Health and Safety, Welfare, Social Security• Pay Structure: Meaning, Features, Factors, Designing the Compensation System, Compensation Scenario in India.	Case Studies	12
July 23	Incentives and Wages: <ul style="list-style-type: none">• Incentive Plans – Meaning and Types: Piecework, Team, Incentives for Managers and Executives, Salespeople, Merit pay, Scanlon Pay, Profit Sharing Plan, ESOP, Gain Sharing, Earning at Risk plan, Technology and Incentives. Prerequisites of an Effective Incentive System• Wage Differentials: Concepts, Factors contributing to Wage Differentials, Types of Wage Differentials, Importance of Wage Differentials, Elements of a Good Wage Plan.• Theories of Wages: Subsistence Theory, Wage Fund Theory, Marginal Productivity Theory, Residual Claimant Theory, Bargaining Theory.	Group Discussion	15
August 23	Compensation to Special Groups and Recent Trends: <ul style="list-style-type: none">• Compensation for Special Groups: Team Based pay, Remunerating Professionals, Contract Employees, Corporate Directors, CEOs, Expatriates and Executives.• Human Resource Accounting – Meaning, Features, Objectives and Methods• Recent Trends: Golden Parachutes, e-Compensation, Salary Progression Curve, Competency and Skill based, Broad banding and New Pay, Cafeteria approach – Features, Advantages and Disadvantages.	Students Presentations	18
September 23	Legal and Ethical issues in Compensation: <ul style="list-style-type: none">• Legal Framework of Compensation in India: Wage Policy in India, Payment of Bonus Act 1965, Equal Remuneration Act 1976, Payment of Wages Act 1936, Payment of Gratuity Act 1972, Employee Compensation	Case Studies	12

	Act 1923, Employees Provident Funds and Miscellaneous Provision Act 1952. • Pay Commissions, Wage Boards, Adjudication, Legal considerations, COBRA requirement, Pay Restructuring in Mergers and Acquisitions, Current Issues and Challenges in Compensation Management, Ethics in Compensation Management.		
Oct 23	Revision		3
	Total Lectures		60

Ms. Priya Tiwari

Dr. Mitali Shelankar

Sign of Faculty

Sign of Coordinator

M.L. Dahanukar College of Commerce

Teaching Plan: 2023 - 24

Department: Bachelor of Management Studies

Class: SYBMS

Semester: III

Subject: Strategic Human Resource Management and HR Policies

Name of the Faculty: Ms Rutuja Kamble

Month	Topics to be Covered	Additional Activities planned / done	Number of Lectures (of 50 minutes)
June 23	SHRM – An Overview Strategic Human Resource Management (SHRM) – Meaning, Features, Evolution, Objectives, Advantages, Barriers to SHRM, SHRM v/s Traditional HRM, Steps in SHRM, Roles in SHRM - Top Management, Front-line Management, HR, Changing Role of HR Professionals, Models of SHRM – High Performance Working Model, High Commitment Management Model, High Involvement Management Model • HR Environment –Environmental trends and HR Challenges • Linking SHRM and Business Performance	Presentation	15
July 23	HR Strategies: Developing HR Strategies to Support Organisational Strategies, Resourcing Strategy – Meaning and Objectives, Strategic HR Planning – Meaning, Advantages, Interaction between Strategic Planning and HRP, Managing HR Surplus and Shortages, Strategic Recruitment and Selection – Meaning and Need, Strategic Human Resource Development – Meaning, Advantages and Process, Strategic Compensation as a Competitive Advantage, Rewards Strategies – Meaning, Importance, Employee Relations Strategy, Retention Strategies, Strategies for Enhancing Employee Work Performance	Team work activity	15
August 23	Human Resource Policies – Meaning, Features, Purpose of HR Policies, Process of Developing HR Policies,	Case Studies	15

	Factors affecting HR Policies, Areas of HR Policies in Organisation, Requisites of a Sound HR Policies – Recruitment, Selection, Training and Development, Performance Appraisal, Compensation, Promotion, Outsourcing, Retrenchment, Barriers to Effective Implementation of HR Policies and Ways to Overcome These Barriers, Need for Reviewing and Updating HR Policies, Importance of Strategic HR Policies to Maintain Workplace Harmony		
September 23	i.e. Mentoring Employee Engagement – Meaning, Factors Influencing Employee Engagement, Strategies for Enhancing Employee Engagement Contemporary Approaches to HR Evaluation – Balance Score Card, HR Score Card, Benchmarking and Business Excellence Model Competency based HRM – Meaning, Types of Competencies, and Benefits of Competencies for Effective Execution of HRM Functions. Human Capital Management – Meaning and Role New Approaches to Recruitment – Employer Branding, Special Event Recruiting, Contest Recruitment, e - Recruitment Strategic International Human Resource Management – Meaning and Features, International SHRM Strategic Issues, Approaches to Strategic International HRM	Planned to give as an assignment of solving of last 5 years papers	12
Oct 23	Revision		3
	Total Lectures		60

Rutuja Kamble

Sign of Faculty

Dr. Mitali Shelankar

Sign of Coordinator

M. L. Dahanukar College of Commerce

Teaching Plan: 2023 - 24

Department: Bachelor of Management Studies

Class: TYBMS Semester: V

Subject: Performance Management & Career Planning

Name of the Faculty: Ms. Delisha D'souza

Month	Topics to be Covered	Additional Activities planned / done	Number of Lectures (of 50 minutes)
June 23	Unit 1: Performance Management – An Overview <ul style="list-style-type: none">• Performance Management– Meaning, Features, Components of Performance Management, Evolution, Objectives, Need and Importance, Scope, Performance Management Process, Pre-Requisites of Performance Management, Linkage of Performance Management with other HR functions, Performance Management and Performance Appraisal, Performance Management Cycle• Best Practices in Performance Management, Future of Performance Management.• Role of Technology in Performance Management	- Case Study Discussion	12
July 23	Unit 2: Performance Management Process <ul style="list-style-type: none">• Performance Planning – Meaning, Objectives, Steps for Setting Performance Criteria, Performance Benchmarking• Performance Managing – Meaning, Objectives, Process• Performance Appraisal – Meaning, Approaches of Performance Appraisal – Trait Approach, Behaviour Approach, Result Approach• Performance Monitoring–Meaning, Objectives and Process• Performance Management Implementation – Strategies for Effective Implementation of	- Case study discussion - Group PPT Presentations by students	16

	<p>Performance Management</p> <ul style="list-style-type: none"> • Linking Performance Management to Compensation • Concept of High Performance Teams 		
August 23	<p>Unit 3: Ethics, Under Performance and Key Issues in Performance Management</p> <ul style="list-style-type: none"> • Ethical Performance Management - Meaning, Principles, Significance of Ethics in Performance Management, Ethical Issues in Performance Management, Code of Ethics in Performance Management, Building Ethical Performance Culture, Future Implications of Ethics in Performance Management • Under Performers and Approaches to Manage Under Performers, Retraining • Key Issues and Challenges in Performance Management 	<ul style="list-style-type: none"> - Role Play/ Group Activity for students - Quiz - Case study discussions 	16
September 23	<ul style="list-style-type: none"> • Potential Appraisal: Steps, Advantages and Limitations. • Pay Criteria -Performance related pay, Competence related pay, Team based pay, Contribution related pay. <p>Unit 4: Career Planning and Development</p> <ul style="list-style-type: none"> • Career Planning - Meaning, Objectives, Benefits and Limitations, Steps in Career Planning, Factors affecting Individual Career Planning, Role of Mentor in Career Planning, Requisites of Effective Career Planning • Career Development – Meaning, Role of employer and employee in Career Development, Career Development Initiatives 	<ul style="list-style-type: none"> - Case study discussion - Group PPT Presentations by students. 	10
October 23	<ul style="list-style-type: none"> • Role of Technology in Career Planning and Development • Career Models – Pyramidal Model, Obsolescence Model, Japanese Career Model • New Organizational Structures and Changing Career Patterns 	<p>Case study discussion</p> <p>Revision</p>	6
	Total Lectures		60

Ms. Delisha D'souza

Sign of Faculty

Dr. Mitali Shelankar

Sign of Coordinator

M. L. Dahanukar College of Commerce

Teaching Plan: 2023- 24

Department: Bachelor of Management Studies

Class: TYBMS Semester: V

Subject: Industrial Relations

Name of the Faculty Member: Rashmi Bendre

Month	Topics to be Covered	Additional Activities planned / done	Number of Lectures
June 23	Meaning, Objectives, Characteristics of a good Industrial Relations System/Principles of a good IR/Essentials of good IR, Scope, Significance/Need and Importance of IR, Major Stakeholders of IR, Evolution of IR in India, Factors affecting IR, Role of State, Employers and Unions in IR, Changing Dimensions of IR in India, Impact of Liberalisation, Privatisation and Globalisation on Industrial Relations, Issues and Challenges of industrial relations in India	News Paper Article Reading University Question Papers	15
July 23	a) Industrial Disputes: • Meaning of Industrial Dispute, Causes, Forms/Types, Consequences/Effects, Methods of Settling Industrial Disputes (Arbitration, Joint Consultations, Works Committee, Conciliation, Adjudication etc) • Concepts Related to Industrial Disputes (Relevant Examples): Strike, Layoff, Lockout, Retrenchment b) Employee Discipline: • Meaning, Determinants, Causes of Indiscipline, Code of Discipline and its Enforcement. c) Grievance Handling:	Case studies University Question Papers	15
August 23	• Meaning of Grievances, Causes of Grievances, Guidelines for Grievance Handling, Grievance Redressal Procedure in India. d) Workers' Participation in Management: • Meaning and Types with Respect to India a) Trade Unions: • Meaning, Features, Objectives, Role of Trade Unions, Functions/Activities, Types, Evolution of Trade Unions across Globe,	Case studies University Question Papers	15

Sept 23	<p>a) Trade Unions: Evolution of Trade Unions in India, Structure of Trade Unions in India, Recognition of Trade Unions, Rights and Privileges of Registered Trade Unions, Impact of Globalisation on Trade Unions in India, Central Organisations of Indian Trade Unions : INTUC, AITUC, HMS, UTUC, Problems of Trade Unions in India.</p> <p>b) Collective Bargaining: • Meaning, Features, Importance, Scope, Collective Bargaining Process, Prerequisites of Collective Bargaining, Types of Collective Bargaining Contracts, Levels of Collective Bargaining, Growth of Collective Bargaining in India, Obstacles to Collective Bargaining in India.</p>	Case studies University Question Papers	10
Oct 23	<ul style="list-style-type: none"> • Role of Judiciary in Industrial Relations: Labour Court, Industrial Tribunal, National Tribunal • The Trade Unions Act, 1926; • The Industrial Employment (Standing Orders) Act, 1946; • The Industrial Disputes Act, 1947; • The Factories' Act, 1948 • The Minimum Wages Act, 1948 	University Question Papers	05
	Total no. of lectures		60

Rashmi Bendre

Sign of Faculty

Dr. Mitali Shelankar

Sign of Coordinator

M.L.Dahanukar College of Commerce

Teaching Plan : 2023 -2024

Department: Bachelor of Management Studies

Class: A (Finance) Semester: V

Subject: Wealth Management

Name of the Faculty Member: Mario Mascarenhas

Month	Topics to be Covered	Additional Activities Done	No. of Lectures
June 23	Introduction a) Introduction To Wealth Management: • Meaning of WM, Scope of WM, Components of WM, Process of WM, WM Needs & Expectation of Clients, Code of Ethics for Wealth Manager b) Personal Financial Statement Analysis: • Financial Literacy, Financial Goals and Planning, Cash Flow Analysis, Building Financial Plans, Life Cycle Management. c) Economic Environment Analysis: • Interest Rate, Yield Curves, Real Return, Key Indicators-Leading, Lagging, Concurrent	Case Studies News Reading Presentations	15
July23	Insurance Planning and Investment Planning a) Insurance Planning: • Meaning, Basic Principles of Insurance, Functions and Characteristics of Insurance, Rights and Responsibilities of Insurer and Insured, Types of life Insurance Policies, Types of General Insurance Policies, Health Insurance – Medclaim – Calculation of Human Life Value - Belth Method/CPT b) Investment Planning: • Types of Investment Risk, Risk Profiling of Investors & Asset Allocation (Life Cycle Model), Asset Allocation Strategies(Strategic, Tactical, Life-Cycle based), Goal-based Financial Planning, Active & Passive Investment Strategies	Case Studies News Reading Presentations	15
August 23	Retirement Planning/ Income Streams & Tax Savings Schemes a) Retirement Planning: • Understanding of different Salary Components, Introduction to Retirement Planning, Purpose & Need, Life Cycle Planning, Financial Objectives in Retirement Planning, Wealth Creation (Factors and Principles), Retirement (Evaluation & Planning), Pre & Post-Retirement Strategies - Tax Treatment b) Income Streams & Tax Savings Schemes: • Pension Schemes, Annuities- Types of Annuities, Various Income Tax Savings Schemes	Case Studies News Reading Presentations	15
September 23	Financial Mathematics/ Tax and Estate Planning a) Financial Mathematics: • Calculation of Returns (CAGR ,Post-tax Returns etc.), Total Assets, Net Worth	Case Studies News Reading	12

	Calculations, Financial Ratios b) Tax and Estate Planning: • Tax Planning Concepts, Assessment Year, Financial Year, Income Tax Slabs, TDS, Advance Tax, LTCG, STCG, Carry Forward & Set-off, Estate Planning Concepts –Types of Will – Requirements of a Valid Will– Trust – Deductions - Exemptions	Presentations	
October 23	Revision		03
	TOTAL		60

Mario Mascarenhas

Sign of Faculty

Dr. Mitali Shelankar

Sign of Coordinator

M. L. Dahanukar College of Commerce

Teaching Plan: 2023- 24

Department: Bachelor of Management Studies

Class: TYBMS Semester: V

Subject: Investment Analysis and Portfolio Management

Name of the Faculty Member: Dr. Siddhi Roy

Month	Topics to be Covered	Additional Activities planned / done	Number of Lectures
June 23	Unit I : Introduction to Investment Environment Introduction, Investment Process, Criteria for Investment, Types of Investors, Investment V/s Speculation V/s Gambling, Investment Avenues, Factors Influencing Selection of Investment Alternatives. Unit I : Capital Market in India • Introduction, Concepts of Investment Banks its Role and Functions, Stock Market Index, The NASDAQ, SDL, NSDL, Benefits of Depository Settlement, Online Share Trading and its Advantages, Concepts of Small cap, Large cap, Midcap and Penny stocks	Assignments Class Test University Question Papers	12
July 23	Unit II : Meaning, Types of Risk- Systematic and Unsystematic risk, Measurement of Beta, Standard Deviation, Variance, Reduction of Risk through Diversification. Practical Problems on Calculation of Standard Deviation, Variance and Beta	Assignments Class Test University Question Papers	16
August 23	Unit III : Meaning and Concept, Portfolio Management Process, Objectives, Basic Principles, Factors affecting Investment Decisions in Portfolio Management, Portfolio Strategy Mix. Fundamental Analysis, Economic Analysis, Industry Analysis,	Assignments Class Test University Question Papers	16

	Company Analysis, Technical Analysis - Basic Principles of Technical Analysis., Uses of Charts: Line Chart, Bar Chart, Candlestick Chart, Mathematical Indicators: Moving Averages, Oscillators		
Sept 23	Unit IV : Theories: • Dow Jones Theory, Elloit Wave Theory, Efficient Market Theory b) Capital Asset Pricing Model: • Assumptions of CAPM, CAPM Equation, Capital Market Line, Security Market Line c) Portfolio Performance Measurement: • Meaning of Portfolio Evaluation, Sharpe's Ratio (Basic Problems), Treynor's Ratio (Basic Problems), Jensen's Differential Returns (Basic Problems)	Assignments Class Test University Question Papers	12
Oct 23	Revision	University Question Papers	04
	Total no. of lectures		60

Dr. Siddhi Roy

Sign of Faculty

Dr. Mitali Shelankar

Sign of Coordinator

M. L. Dahanukar College of Commerce

Teaching Plan: 2023- 24

Department: Bachelor of Management Studies

Class: TYBMS Semester: V

Subject: Commodities and Derivatives Market

Name of the Faculty Member: Rashmi Bendre

Month	Topics to be Covered	Additional Activities planned / done	Number of Lectures
June	a) Introduction to Commodities Market : • Meaning, History & Origin, Types of Commodities Traded, Structure of Commodities Market in India, Participants in Commodities Market, Trading in Commodities in India(Cash & Derivative Segment), Commodity Exchanges in India & Abroad, Reasons for Investing in Commodities b) Introduction to Derivatives Market: • Meaning, History & Origin, Elements of a Derivative Contract, Factors Driving Growth of Derivatives Market, Types of Derivatives, Types of Underlying Assets,	Online overview of commodity market University Question Papers	08
July	• Participants in Derivatives Market, Advantages & Disadvantages of Trading in Derivatives Market, Current Volumes of Derivative Trade in India, Difference between Forwards & Futures. • Futures: • Futures Contract Specification, Terminologies, Concept of Convergence, Relationship between Futures Price & Expected Spot Price, Basis & Basis Risk, Pricing of Futures Contract, Cost of Carry Model • Hedging: • Speculation & Arbitrage using Futures, Long Hedge – Short Hedge, Cash & Carry Arbitrage, Reverse Cash & Carry Arbitrage, Payoff Charts & Diagrams for Futures Contract, Perfect & Imperfect Hedge	Tracking commodities through various financial websites University Question Papers	16
	Options:		

August	<ul style="list-style-type: none"> Options Contract Specifications, Terminologies, Call Option, Put Option, Difference between Futures & Options, Trading of Options, Valuation of Options Contract, Factors affecting Option Premium, Payoff Charts & Diagrams for Options Contract, Basic Understanding of Option Strategies 	<p>Financial website to track various options</p> <p>University Question Papers</p>	14
Sept	<p>b) Options Pricing Models:</p> <ul style="list-style-type: none"> Binomial Option Pricing Model, Black - Scholes Option Pricing Model <p>Trading, Clearing & Settlement In Derivatives Market:</p> <ul style="list-style-type: none"> Meaning and Concept, SEBI Guidelines, Trading Mechanism – Types of Orders, Clearing Mechanism – NSCCL – its Objectives & Functions, Settlement Mechanism – Types of Settlement 	<p>Financial website to track various options</p> <p>University Question Papers</p>	16
Oct	<p>Types of Risk:</p> <ul style="list-style-type: none"> Value at Risk, Methods of calculating VaR, Risk Management Measures , Types of Margins, SPAN Margin 	University Question Papers	6
Total no. of Lectures			60

Rashmi Bendre
Sign of Faculty

Dr Mitali Shelankar
Sign of Coordinator

M. L. Dahanukar College of Commerce

Teaching Plan: 2023 - 24

Department: Bachelor of Management Studies

Class: TYBMS - A Semester: V

Subject: Direct Taxes

Name of the Faculty Member: Minal Jaisinghani

Month	Topics to be Covered	Additional Activities planned / done	Number of Lectures
June 23	Basics, Residential status, Scope of income, Income from other sources	Provided online classwork and case studies	12
July23	Income from Other sources and Income from house property	Provided online classwork	16
August 23	Income from Salary	Will provided online classwork	16
Sept 23	Capital gains and Income from business profession Deductions and total income	Will provide online classwork, case studies and MCQs. Will provide online classwork and case studies	12
Oct 23	Revision		4
	Total no. of lectures		60

Minal Jaisinghani

Sign of Faculty

Dr. Mitali Shelankar

Sign of Coordinator

