ORGANISATIONAL BEHAVIOUR			
Course Code	**3MIM101**	Scheme	2026
Type of Course	**PCC**	Semester	I
Teaching Hours/Week (L:T:P)	3: 0: 0	CIE Marks	50
Total Hours of Pedagogy per semester L /T/P/SL&TW:	42: 0: 0: 48	SEE Marks	50
Credits	**4**	Total Marks	100
Examination type (SEE)	Theory	Exam Hours	3

Course objectives: At the end of the course, the student will be able to:

1: Explain the fundamental concepts, evolution, and emerging trends in Organisational Behaviour within workplace contexts.

2: Analyze individual behaviour, including personality, values, perception, attitudes, emotions, stress, and motivation in organisations.

3: Evaluate group dynamics, team effectiveness, communication, and employee engagement in organisational settings.

4: Apply leadership theories, power dynamics, conflict management, and negotiation techniques within organisational contexts.

5: Examine organisational culture, organisational change, ethical issues, and sustainable organisational practices.

Module-1

Module-1: Introduction to Organisational Behaviour: Organisational Behaviour – Meaning, Nature and Importance; Evolution of OB; Organisational Effectiveness; Organisational Learning; Organisational Behaviour in a Global Context. Emerging Trends in OB – Remote Work, Gig Economy, Cross-Cultural Management, Workplace Ethics, and Ethical Decision-Making.

Number of Hours: 7

Module-2

Module-2: Individual Behaviour: MARS Model of Individual Behaviour; Types of Individual Behaviour, Personality: MBTI, Big Five Traits; Values, types of Values, Attitudes, Components of Attitude, Types of Attitude; Perception and Perceptual Process, Perceptual errors; Emotional Intelligence, Circumplex Model of Emotions; Work-related Stress and Stress Management.

Number of Hours: 9

Module-3

Module-3: Motivation, Employee Engagement, and Job Satisfaction: Motivation – Meaning and Importance; Theories of Motivation – Maslow, Herzberg, McClelland, and Four Drive Theory; **Employee Engagement** – Meaning, Importance, and Models of Employee Engagement (Kahn's Model, and Gallup Q12 Model) and **Job Satisfaction** – Meaning, Determinants, and Theories of Job Satisfaction - Job Characteristics Model, and Equity Theory.

Number of Hours: 9

Module-4

Module-4: Group Behaviour, Teams, and Leadership (9 Hours)

Groups – Meaning, Types, and Group Dynamics; Stages of Group Development; Team Effectiveness; Reasons for Team Failure. Leadership – Meaning and Leadership Theories: Trait Theory, Behavioural Theory, Contingency Approaches to Leadership- Fiedler's Theory, and Hersey–Blanchard Theory, Transformational Leadership, and Emotional Intelligence in Leadership.

Number of Hours: 9

Module-5

Module-5: Power, Conflict, Organisational Culture, and Change (8 Hours)

Power and Politics – Sources of Power and Organisational Politics. Conflict and Negotiation – Types of Conflict, Conflict Process, Conflict Management Strategies. Organisational Culture – Meaning, Types, Elements, and Levels of Culture. Organisational Change – Meaning, Resistance to Change, Lewin's

Change Management Model, and Approaches to Change including Action Research, Appreciative Inquiry, Large Group Interventions, and Parallel Learning Structures.

Number of Hours: 8

Suggested Learning Resources: (Text Book/ Reference Book/ Manuals):

Text books:

1. Management – Stephen P. Robbins & Mary Coulter, Latest Edition, Pearson
2. Organizational Behavior – Stephen P. Robbins & Timothy Judge, Latest Edition, Pearson
3. Organizational Behavior – Steven L. McShane & Mary Ann Von Glinow, McGraw-Hill
4. Organizational Behaviour – Fred Luthans, McGraw-Hill
5. Fast Tracking to Managerial & CEO Roles – Ajit Singhvi & Sapta Sheel

Assessment Structure (both CIE and SEE)

The weightage assigned to Continuous Internal Evaluation (CIE) and Semester End Examination (SEE) shall be **50% each**. A student shall secure a minimum of 50% of the maximum marks prescribed for CIE and a minimum of **40%** of the maximum marks prescribed for SEE to be eligible for passing.

A student shall be deemed to have satisfied the academic requirements and earned the credits allotted to a subject/course only if he/she secures not less than **50% of the aggregate marks** obtained in CIE and SEE taken together.

Continuous Internal Evaluation:

Continuous Comprehensive Assessments (CCA)+ Internal Assessment Test (IA) = Continuous Internal Evaluation CIE [25+25=50 marks]

A minimum of **two Internal Assessment Tests (IA)** shall be conducted. Each test shall be conducted for a maximum of **25 marks**. The average of the two test marks shall be the marks secured by a student in IA.

- In addition, **Continuous Comprehensive Assessment (CCA)** shall be conducted for a total of **25 marks.**

MANAGERIAL ECONOMICS			
Course Code	**3MIM102**	Scheme	2026
Type of Course	**PCC**	Semester	I
Teaching Hours/Week (L:T:P)	4: 0 : 0	CIE Marks	50
Total Hours of Pedagogy per semester L /T/P/SL&TW:	56: 0 : 0 :64	SEE Marks	50
Credits	**4**	Total Marks	100
Examination type (SEE)	Theory	Exam Hours	3

Course Objectives:

1. To impart conceptual and practical knowhow pertaining to solving industrial problems from an economic perspective.
2. To enable deeper understanding of demand, cost, production, profit and investment theories as a basis to foster innovation.
3. To appraise the working of the economy from macroeconomic aspect.

Module-1
10 Hours

Introduction to Managerial Economics & Demand Analysis

Managerial Economics – Meaning, Nature, Scope & Significance; industrial economics: role of economics in industrial enterprises

Theory of Demand – Demand Determinants; Demand patterns in industrial products; Law of Demand & Exceptions; Elasticity of Demand – An overview of the meaning, types and relevance of Price, Income & Cross elasticities (Theory Only); Demand Forecasting – Relevance & Methods; (Theory Only); Supply – Meaning & Determinants; Law of Supply.

Module-2
14 Hours

Production, Cost & Profit Analysis

Theory of Production – Law of Variable Proportions; Law of Returns to Scale; Isoquants; Economies & Diseconomies of Scale –Forms; Economies of Scope.

Theory of Costs – Types of costs for decision making; Short run cost output relations; Long run costs – features; Envelope curve & U-shaped curves.

Theory of Profits – Accounting vs. Economic profit; Profit Control; Breakeven Analysis – Meaning, Assumptions & managerial applications; numerical problems in BEA.

Module-3
12 Hours

Market Structures

Perfect Competition – Meaning, Features, Price output determination; Monopoly – Features, Sources, Short run & Long run pricing under monopoly; Price Discrimination – Meaning, Forms, Types (Degrees) & Relevance; Monopolistic Competition – Meaning, Features, Short run & Long run pricing; Product Differentiation; Oligopoly – Meaning, Features, Kinked demand curve concept; Cartels – an overview; industrial pricing decisions.

Module-4
10 Hours

Macro-Economic Concepts

Macroeconomics – An introduction; Indian Economy – Salient Features; SWOT analysis, Three Sectors & Recent changes; sustainable industrial development: an overview

Business Cycles – Meaning, Features, Phases & Indicators; GDP – Meaning & Components; National Income – Concepts, Methods to Compute National Income, Difficulties in Measurement of National Income; Inflation – Meaning, Causes & Types; Concept of Consumers' Price Index.

Module-5
10 Hours

Economic Policies & Globalization

Industrial Policy – Need, New Industrial Policy 1991 – aims & components; Monetary Policy – Meaning, objectives, instruments (credit control tools); Fiscal Policy – Meaning, objectives & instruments; Fiscal Deficit – Causes & Remedies;

Globalization – Meaning, Pros & Cons; Impact/Effects on various sectors; WTO – Role, Functions & Impact of WTO on Indian Economy.

Suggested Learning Resources: (Text Book/ Reference Book/ Manuals):

Text books:

1. Managerial economics: Geetika, Ghosh, P., & Roy Chowdhury, P. (2021). *Managerial economics* (3rd ed.). McGraw Hill Education.
2. Mote, V. L., Paul, S., & Gupta, G. S. (2017). *Managerial economics: Concepts and cases*. Tata McGraw Hill.
3. Mishra, S. K., & Puri, V. K. (2023). *Indian economy* (43rd ed.). Himalaya Publishing House.

Reference books / Manuals:

1. Baye, M. R., & Prince, J. T. (2022). *Managerial economics and business strategy* (10th ed.). McGraw Hill.
2. Samuelson, W. F., & Marks, S. G. (2021). *Managerial economics* (9th ed.). Wiley.
3. Datt, R., & Sundharam, K. P. M. (2022). *Indian economy* (76th ed.). S. Chand Publishing.

Assessment Structure (both CIE and SEE)

The weightage assigned to Continuous Internal Evaluation (CIE) and Semester End Examination (SEE) shall be **50% each**. A student shall secure a minimum of 50% of the maximum marks prescribed for CIE and a minimum of **40%** of the maximum marks prescribed for SEE to be eligible for passing.

A student shall be deemed to have satisfied the academic requirements and earned the credits allotted to a subject/course only if he/she secures not less than **50% of the aggregate marks** obtained in CIE and SEE taken together.

Continuous Internal Evaluation:

Continuous Comprehensive Assessments (CCA)+ Internal Assessment Test (IA) = Continuous Internal Evaluation CIE [25+25=50 marks]

A minimum of **two Internal Assessment Tests (IA)** shall be conducted. Each test shall be conducted for a maximum of **25 marks**. The average of the two test marks shall be the marks secured by a student in IA.

In addition, **Continuous Comprehensive Assessment (CCA)** shall be conducted for a total of **25 marks.**

Semester End Examination:

The SEE question paper will be set for 100 marks and the marks scored will be proportionately reduced to 50.

- The question paper will have **8 full questions** carrying equal marks.
- Each full question is for **20** marks with **3** sub-questions.
- Each full question will have sub question covering all the topics.

The students will have to answer **five full questions**; selecting **four** full questions from questions Number **one to seven** in the pattern of 3, 7& 10 Marks and question number **eight** is compulsory.

FINANCIAL ACCOUNTING FOR INDUSTRIES			
Course Code	**3MIM103**	Scheme	2026
Type of Course	**PCC**	Semester	I
Teaching Hours/Week (L:T:P)	4: 0 : 0	CIE Marks	50
Total Hours of Pedagogy per semester L /T/P/SL&TW:	56: 0 : 0 :64	SEE Marks	50
Credits	**4**	Total Marks	100
Examination type (SEE)	Theory	Exam Hours	3

Course Objectives

At the end of the course, the student will be able to:

- Demonstrate basic accounting knowledge for preparation towards books of accounts in real time.
- Appreciate the accounting system & financial statement preparation as per the applicable entity.
- Deduce the application of accounting books in terms of financial statement analysis of an enterprise.
- Understand the fundamentals of accounting and appreciate recent trends in accounting.
- Analyze the utility of the costing models with marginal costing in managerial decision making.

Module-1

Module 1:
Introduction to Accounting: Meaning and objectives, Need and Types of Accounting, Single Entry System, Double Entry System. Concepts and Conventions of Accounting. Users of Accounting information, Basics of Generally Accepted accounting Principles(GAAP), Indian Accounting Standards, IFRS, (Theory only)

Role of accounting information in industrial management; users of accounting information in manufacturing enterprises.

Number of Hours: 7

Module-2

Module 2:
Accounting Cycle: Journal, Ledgers, Trial balance, Accounting equation, subsidiary books including cash book with two and three column cash books only. (Theory and Problems).
Accounting transactions relating to purchases of raw materials, factory expenses, sales of finished goods and payments to suppliers.

Number of Hours: 13

Module-3

Module 3:
Final Accounts of companies: Preparation of final accounts of companies in vertical form as per Companies Act of 2013 (Problems of Final Accounts with adjustments), Window dressing. Case Study problem on Final Accounts of a company- appropriation accounts. (Theory and Problems).

Number of Hours: 13

Module-4

Module 4:
Accounting for Decision Making: Meaning and Purpose of Financial Statement Analysis, Trend Analysis, Comparative Analysis, Financial Ratio Analysis, Preparation of Financial Statements using Financial Ratios, Case Study on Financial Ratio Analysis. Marginal Costing: Marginal

Costing and profit planning – Cost, Volume, Profit Analysis – Break Even Analysis – Decision making problems -Make or Buy decisions -Determination of sales mix - Exploring new markets - Add or drop products -Limiting Factor (Theory & Problems)

Number of Hours: 16

Module-5

Emerging Issues in Accounting: Retain human resource accounting, forensic accounting, environmental accounting, sustainability reporting, cloud-based accounting, blockchain, AI in accounting, big data, AI and ML in finance, FinTech, digital banking and cybersecurity.

Application of AI, big data and cloud-based accounting in industrial financial reporting, cost monitoring, budgeting and financial decision-making; sustainability reporting and environmental accounting in manufacturing industries.

Number of Hours: 7

Suggested Learning Resources: (Text Book/ Reference Book/ Manuals):

Text books:

1. Financial Accounting: A Managerial Perspective – Narayanaswamy R, 5/e, PHI, 2014.
2. A Text book of Accounting for Management – Maheswari S. N, Maheswari Sharad K., 2/e, Vikas Publishing.
3. Accounting for Management-Text & Cases – S.K. Bhattacharya & John Dearden, 3/e, Vikas Publishing.
4. Computerized Accounting – Neeraj Goyal, Rohit Sachdeva, Kalyani Publishers, 1/e, 2018.
5. Financial Accounting – Jain S. P and Narang K L, Kalyani Publishers.
6. Cost Accounting: Jawaharlal & Seema Srivastava, 6th Edition, TMH
7. Accounting for Managers – Pralhad Rathod, HH Ramesha, Praveenkumar & RG Saha, 1/e, Himalaya Publishing House, 2023.

Reference books / Manuals:

1. Financial Accounting- P. C. Tulsian –Pearson Education India, 1/e, 2002
2. Introduction to Financial Statement Analysis - Ashish K Bhattacharya, Elsevier India.
3. Financial Accounting for Management - An Analytical Perspective, Ambrish Gupta, 4/e, Pearson Education.
4. Managerial Accounting: James Jiambalvo, 4th Edition, Wiley India Pvt. Ltd.

Assessment Structure (both CIE and SEE)

The weightage assigned to Continuous Internal Evaluation (CIE) and Semester End Examination (SEE) shall be **50% each**. A student shall secure a minimum of 50% of the maximum marks prescribed for CIE and a minimum of **40%** of the maximum marks prescribed for SEE to be eligible for passing.

A student shall be deemed to have satisfied the academic requirements and earned the credits allotted to a subject/course only if he/she secures not less than **50% of the aggregate marks** obtained in CIE and SEE taken together.

Continuous Internal Evaluation:

Continuous Comprehensive Assessments (CCA)+ Internal Assessment Test (IA) = Continuous Internal Evaluation CIE [25+25=50 marks]

A minimum of **two Internal Assessment Tests (IA)** shall be conducted. Each test shall be conducted for a maximum of **25 marks**. The average of the two test marks shall be the marks secured by a student in IA.

In addition, **Continuous Comprehensive Assessment (CCA)** shall be conducted for a total of **25 marks**

Semester End Examination:

The SEE question paper will be set for 100 marks and the marks scored will be proportionately reduced to 50.

- The question paper will have **8 full questions** carrying equal marks.
- Each full question is for **20** marks with **3** sub-questions.
- Each full question will have sub question covering all the topics.

The students will have to answer **five full questions**; selecting **four** full questions from questions Number **one to seven** in the pattern of 3, 7& 10 Marks and question number **eight** is compulsory.

Communication & Employability Skills			
Course Code	**3MIM104**	Scheme	2026
Type of Course	**PCC**	Semester	1
Teaching Hours/Week (L:T:P)	4:0: 0	CIE Marks	50
Total Hours of Pedagogy per semester L /T/P/SL&TW:	56:0:0 :64	SEE Marks	50
Credits	**4**	Total Marks	100
Examination type (SEE)	Theory	Exam Hours	3

Course outcome (Course Skill Set)

At the end of the course, the student will be able to:

- Communicate effectively in oral and written forms in business and workplace situations.
- Prepare professional career documents including resume, cover letter, LinkedIn profile, and email communication.
- Perform effectively in interviews, group discussions, presentations, and recruitment processes.
- Apply teamwork, leadership, workplace etiquette, and professional behaviour in organisational settings.
- Demonstrate employability readiness through digital skills, career planning, confidence, and professional conduct.

Module-1	**8 Hours**

Module 1: Foundations of Managerial Communication: Meaning, definition, role, classification and purpose of communication; communication process and characteristics of effective communication; importance of communication in management; communication structures in organizations; communication in conflict resolution, crisis management and negotiation; cross-cultural communication; barriers to effective communication and remedial strategies.

Module-2	**8 Hours**

Module 2: Oral, Listening and Non-verbal Communication: Principles and modes of effective oral communication; techniques for improving conversation control, reflection and empathy; barriers to oral communication and improvement strategies; effective listening skills, approaches and processes; classification and interpretation of non-verbal communication cues in professional contexts; interpersonal communication and feedback.

Module-3	**14 hours**

Module 3: Self-Management and Personal Effectiveness: Meaning and importance of employability skills; self-awareness, personality and attitude; self-confidence and self-motivation; personal SWOT analysis; positive attitude and professional workplace behaviour; growth mindset; goal setting and career aspiration planning; personal development, time management and personal discipline. **Professional Communication and Workplace Effectiveness:** Professional email writing; telephone and virtual meeting etiquette; cross-cultural communication in professional settings; leadership basics for young managers; emotional intelligence; workplace discipline; conflict management and professional relationship building.
Module-4 14 Hours
Module 4: Employability and Personal Effectiveness **Self-Management and Personal Effectiveness:** Meaning and importance of employability skills; self-awareness, personality and attitude; self-confidence and self-motivation; personal SWOT analysis; positive attitude, growth mindset and professional workplace behaviour; goal setting and career aspiration planning; time management, personal development and discipline. **Professional Communication and Workplace Effectiveness:** Professional email writing; telephone and virtual meeting etiquette; cross-cultural communication in professional settings; leadership basics for young managers; emotional intelligence; conflict management and professional relationship building.
Module-5 12 hours

Module 5: Digital Employability, AI Literacy and Career Development

Digital workplace and digital literacy for managers; productivity and collaboration tools, including spreadsheets, presentation software, cloud-based platforms and virtual communication tools; AI and Generative AI—business applications, productivity tools and fundamentals of prompt writing; AI-assisted business communication and career development; ethical and responsible use of AI, including data privacy, bias, misinformation and academic integrity; digital etiquette; continuous learning, digital upskilling, career progression planning and future skills for managers.

Suggested Learning Resources: (Text Book/ Reference Book/ Manuals):

Text books:

1. National Skill Development Corporation – Employability Skills Student Handbook
2. Verma, Shalini. Employability Skills. New Delhi: Pearson Education India, latest edition.
3. Rao, M. S. Soft Skills – Enhancing Employability: Connecting Campus with Corporate. New Delhi: I.K. International Publishing House Pvt. Ltd., 2013.
4. Bovée, Courtland L., and John V. Thill. Business Communication Today. Noida: Pearson Education, latest edition.
5. Ramesh, Gopalaswamy, and Mahadevan Ramesh. The ACE of Soft Skills: Attitude, Communication and Etiquette for Success. New Delhi: Pearson Education India, 2010.

Reference books / Manuals:

1. Raman, Meenakshi, and Sharma, Sangeeta. Technical Communication: Principles and Practice. New Delhi: Oxford University Press.
2. Krishna Mohan, and Meera Banerji. Developing Communication Skills. New Delhi: Macmillan Publishers India Ltd
3. Patterson, Kerry, Grenny, Joseph, McMillan, Ron, and Switzler, Al. Crucial Conversations: Tools for Talking When Stakes Are High. New York: McGraw-Hill Education.

Web links and Video Lectures (e-Resources):

a) https://onlinecourses.nptel.ac.in/noc21_hs57/preview?utm_source=chatgpt.com (Developing Soft Skills and Personality)
b) https://onlinecourses.nptel.ac.in/noc21_hs57/preview?utm_source=chatgpt.com (Enhancing Soft Skills and Personality)
c) https://onlinecourses.swayam2.ac.in/imb25_mg100/preview?utm_source=chatgpt.com (Soft Skills (IIT Roorkee)
d) https://onlinecourses.swayam2.ac.in/imb25_mg100/preview?utm_source=chatgpt.com (Indian Institute of Management Bangalore (SWAYAM))

Teaching-Learning Process (Innovative Delivery Methods):

The following are sample strategies that educators may adopt to enhance the effectiveness of the teaching-learning process and facilitate the achievement of course outcomes.

1. Mock Interviews and Assessment Centre Exercises.
2. Business Role Plays and Simulation Games.
3. Case-Based Learning and Reflection Journals.
4. Industry Expert Sessions and Alumni Mentoring.
5. MOOCs (SWAYAM/NPTEL) and AI-Assisted Learning Activities

Assessment Structure:

Assessment Structure (both CIE and SEE)

The weightage assigned to Continuous Internal Evaluation (CIE) and Semester End Examination (SEE) shall be **50% each**. A student shall secure a minimum of 50% of the maximum marks prescribed for CIE and a minimum of **40%** of the maximum marks prescribed for SEE to be eligible for passing.

A student shall be deemed to have satisfied the academic requirements and earned the credits allotted to a subject/course only if he/she secures not less than **50% of the aggregate marks** obtained in CIE and SEE taken together.

Continuous Internal Evaluation:

Continuous Comprehensive Assessments (CCA)+ Internal Assessment Test (IA) = Continuous Internal Evaluation CIE [25+25=50 marks]

A minimum of two Internal Assessment Tests (IA) shall be conducted. Each test shall be conducted for a maximum of 25 marks. The average of the two test marks shall be the marks secured by a student in IA. In addition, Continuous Comprehensive Assessment (CCA) shall be conducted for a total of 25 marks.

Semester End Examination:

The SEE question paper will be set for 100 marks and the marks scored will be proportionately reduced to 50.

- The question paper will have **8 full questions** carrying equal marks.
- Each full question is for **20** marks with **3** sub-questions.
- Each full question will have sub question covering all the topics.

The students will have to answer **five full questions**; selecting **four** full questions from questions Number **one to seven** in the pattern of 3, 7& 10 Marks and question number **eight** is compulsory.

INDUSTRIAL LAWS			
Course Code	**3MIM105**	Scheme	2026
Type of Course	**PCC**	Semester	I
Teaching Hours/Week (L:T:P)	4: 0 : 0	CIE Marks	50
Total Hours of Pedagogy per semester L /T/P/SL&TW:	56: 0 : 0 :64	SEE Marks	50
Credits	**4**	Total Marks	100
Examination type (SEE)	Theory	Exam Hours	3

Course Objectives:

1. To provide understanding of the legal framework governing industrial and business organizations.
2. To familiarize students with labour legislation, employee welfare laws, and industrial relations regulations.
3. To develop competency in interpreting legal provisions affecting industrial operations and management decisions.
4. To understand statutory compliance requirements in industrial establishments.

Module-1
10 Hours

Foundations of Industrial Laws

Industrial jurisprudence, evolution of labour legislation, constitutional provisions relating to labour, principles of industrial law, legal environment of business, industrial relations framework, labour administration in India, role of judiciary in industrial disputes, labour policy, international labour standards, role of International Labour Organization.

Module-2
14 Hours

Employment and Wage Laws

Contract of employment, appointment and service conditions, wages and remuneration, minimum wages, Indian acts and legislations pertaining to: payment of wages, bonus, gratuity, equal remuneration, employment contracts, working hours, overtime provisions, leave regulations, standing orders, disciplinary procedures, employee rights and obligations.

Module-3
12 Hours

Industrial Relations and Dispute Laws

Trade unions: an overview; collective bargaining: process, types and relevance; industrial disputes: concept and industrial disputes act; strikes and lockouts, layoff, retrenchment, closure, grievance handling, conciliation, arbitration, adjudication, labour courts, industrial tribunals, unfair labour practices, dispute settlement mechanisms, code on industrial relations.

Module-4
10 Hours

Social Security and Welfare Laws
Acts and Provisions pertaining to Employees' provident fund, employees' state insurance, maternity benefits, workman's compensation act. Concepts of social security code, occupational safety, health and working conditions, factory welfare measures, canteen, creche, working conditions, welfare officers, labour welfare funds, workplace health and safety regulations.

Module-5
10 Hours

Emerging Industrial Legal Issues
Contract labour, gig workers, platform workers, labour codes in India, occupational health standards, environmental compliance, industrial safety legislation, corporate liability, workplace harassment, ethical compliance, sustainability regulations, digital workplace laws, future of industrial legislation.

Suggested Learning Resources: (Text Book/ Reference Book/ Manuals):

Text books:

1. Malik, P. L. (2021). *Industrial and labour laws* (18th ed.). Eastern Book Company.
2. Srivastava, S. C. (2020). *Industrial law* (7th ed.). Vikas Publishing.
3. Singh, B. D. (2018). *Labour laws for managers* (2nd ed.). Excel Books.

Reference books / Manuals:

1. Kapoor, N. D. (2020). *Mercantile and industrial laws* (30th ed.). Sultan Chand & Sons.
2. Mishra, S. N. (2019). *Industrial jurisprudence and labour laws* (28th ed.). Central Law Publications.

Assessment Structure (both CIE and SEE)
The weightage assigned to Continuous Internal Evaluation (CIE) and Semester End Examination (SEE) shall be **50% each**. A student shall secure a minimum of 50% of the maximum marks prescribed for CIE and a minimum of **40%** of the maximum marks prescribed for SEE to be eligible for passing.
A student shall be deemed to have satisfied the academic requirements and earned the credits allotted to a subject/course only if he/she secures not less than **50% of the aggregate marks** obtained in CIE and SEE taken together.

Continuous Internal Evaluation:
Continuous Comprehensive Assessments (CCA)+ Internal Assessment Test (IA) = Continuous Internal Evaluation CIE [25+25=50 marks]
A minimum of **two Internal Assessment Tests (IA)** shall be conducted. Each test shall be conducted for a maximum of **25 marks**. The average of the two test marks shall be the marks secured by a student in IA. In addition, **Continuous Comprehensive Assessment (CCA)** shall be conducted for a total of **25 marks.**

Semester End Examination:

The SEE question paper will be set for 100 marks and the marks scored will be proportionately reduced to 50.

- The question paper will have **8 full questions** carrying equal marks.
- Each full question is for **20** marks with **3** sub-questions.
- Each full question will have sub question covering all the topics.

The students will have to answer **five full questions**; selecting **four** full questions from questions Number **one to seven** in the pattern of 3, 7& 10 Marks and question number **eight** is compulsory.

INTRODUCTION TO INDUSTRIAL SYSTEMS			
Course Code	**3MIM106**	Scheme	2026
Type of Course	**PCC**	Semester	I
Teaching Hours/Week (L:T:P)	4: 0 : 0	CIE Marks	50
Total Hours of Pedagogy per semester L /T/P/SL&TW:	56: 0 : 0 :64	SEE Marks	50
Credits	**4**	Total Marks	100
Examination type (SEE)	Theory	Exam Hours	3

Course Objectives:

By the end of this course, students should be able to:

1. Understand the structure, design, and functioning of industrial systems in manufacturing and service organizations.
2. Analyze production systems, process integration, and operational linkages within industrial enterprises.
3. Apply industrial engineering and systems concepts to improve efficiency, productivity, and quality.
4. Evaluate contemporary industrial practices including automation, lean systems, and digital transformation.

Module-1
10 Hours

Fundamentals of Industrial Systems:

Concept, scope and evolution of industrial systems, systems approach to industrial organizations, industrial systems as socio-technical systems, components and subsystems of industrial systems, industrial organization structure, types of production systems, manufacturing and service systems, industrial competitiveness, industrial environment, role of industrial systems in economic development.

Module-2
14 Hours

Production and Facility Systems:

Product design and process selection, process planning, routing, facility location decisions, plant layout planning, material handling systems, capacity planning, production scheduling, workflow analysis, line balancing, bottleneck management, process optimization, productivity improvement in industrial operations.

Module-3
12 Hours

Quality, Reliability & Maintenance Systems:

Quality systems, quality standards, statistical process control, total quality management, Six Sigma concepts, reliability analysis, maintainability, preventive maintenance, predictive maintenance, total productive maintenance, industrial safety systems, maintenance performance measurement, continuous improvement systems.

Module-4
10 Hours

Resource & Supply Systems:
Materials management, inventory systems, procurement management, warehouse systems, logistics management, supply chain systems, vendor management, enterprise resource planning, resource planning, industrial sustainability, resource optimization, integrated industrial support systems.

Module-5
10 Hours

Contemporary Industrial Systems:
Lean manufacturing, agile systems, Industry 4.0, smart manufacturing, industrial automation, robotics, internet of things in industrial applications, artificial intelligence in operations, digital twins, green manufacturing, sustainable industrial ecosystems, future trends in industrial systems.

Suggested Learning Resources: (Text Book/ Reference Book/ Manuals):

Text books:

1. Panneerselvam, R. (2012). *Production and operations management* (3rd ed.). PHI Learning.
2. Stevenson, W. J. (2021). *Operations management* (14th ed.). McGraw Hill.
3. Chary, S. N. (2019). *Operations management* (6th ed.). McGraw Hill Education.

Reference books / Manuals:

1. Khanna, O. P. (2017). *Industrial management* (17th ed.). Dhanpat Rai Publications.
2. Heizer, J., Render, B., & Munson, C. (2020). *Operations management* (13th ed.). Pearson.

Assessment Structure (both CIE and SEE)

The weightage assigned to Continuous Internal Evaluation (CIE) and Semester End Examination (SEE) shall be **50% each**. A student shall secure a minimum of 50% of the maximum marks prescribed for CIE and a minimum of **40%** of the maximum marks prescribed for SEE to be eligible for passing.

A student shall be deemed to have satisfied the academic requirements and earned the credits allotted to a subject/course only if he/she secures not less than **50% of the aggregate marks** obtained in CIE and SEE taken together.

Continuous Internal Evaluation:

Continuous Comprehensive Assessments (CCA)+ Internal Assessment Test (IA) = Continuous Internal Evaluation CIE [25+25=50 marks]

A minimum of **two Internal Assessment Tests (IA)** shall be conducted. Each test shall be conducted for a maximum of **25 marks**. The average of the two test marks shall be the marks secured by a student in IA.

In addition, **Continuous Comprehensive Assessment (CCA)** shall be conducted for a total of **25 marks.**

Semester End Examination:

The SEE question paper will be set for 100 marks and the marks scored will be proportionately reduced to 50.

- The question paper will have **8 full questions** carrying equal marks.
- Each full question is for **20** marks with **3** sub-questions.
- Each full question will have sub question covering all the topics.

The students will have to answer **five full questions**; selecting **four** full questions from questions Number **one to seven** in the pattern of 3, 7& 10 Marks and question number **eight** is compulsory.

APPLICATION OF BUSINESS TOOLS - I			
Course Code	**3MBA108/3MIM107/3MTM108/3MLS108/**	Scheme	2026
Type of Course	**SEC**	Semester	I
Teaching Hours/Week (L:T:P)	0: 0 : 2	CIE Marks	50
Total Hours of Pedagogy per semester L /T/P/SL&TW:	30: 0 : 0 :30	SEE Marks	-
Credits	**-**	Total Marks	50
Examination type (Non credit course)	Practical	Exam Hours	

Course outcome (Course Skill Set)

At the end of the course, the student will be able to:

1. Understand the basics of computer and techniques of creating a power point presentation.
2. Understand the importance and application of MS Word for various academic and professional purposes.
3. Apply MS excel techniques for various academic and professional purposes.
4. Represent data using spreadsheet, graphs and charts.
5. Analyse data by applying various excel functions.

Module-1

Module 1: **Introduction to Computers and MS Office** Introduction to computers, role of computers, software and application, internet and its uses. Creating effective presentations using MS Power point - Opening, viewing, creating, and printing slides, applying auto layouts, adding custom animation, Using slide transitions, Graphically representing data: Charts & Graphs, Creating Professional Slide for Presentation.

Number of Hours: 6

Module-2

Module 2: **M S Word** Creating, editing, saving and printing text documents, Font and paragraph formatting, Simple character formatting, inserting tables, smart art, page breaks, using lists and styles, working with images, Using Spelling and Grammar check, understanding document properties, Inserting citation and bibliography

Number of Hours: 6

Module-3

Module 3: **M S Excel** Spreadsheet basics, Creating, editing, saving and printing spreadsheets, working with functions (sum, average, max, min, count, if) & formulas, arithmetic operators, common file extensions, page layout features, cell referencing.

Number of Hours: 6

Module-4

Module 4: **Data representation and visualization using excel**- Modifying worksheets with color & auto-formats, formatting worksheets, graphically representing data: Charts & Graphs, speeding data entry: Using Data Forms

Number of Hours: 6

Module-5

Module 5: **Analyzing the Data –** Data Menu, Subtotal, Sorting & Filtering Data, use of data analysis tools available on excel, Securing & Protecting spreadsheets. V – Lookup, H – Lookup and Pivot tables.

Number of Hours: 6

Suggested Learning Resources: (Text Book/ Reference Book/ Manuals):
Text books:

1. Computer Applications in Management, Niranjan Shrivastava, Dreamtech Press, 2012
2. Computer Applications in Business, Sudalaimuthu S. S. Anthony Raj, HPH, 2/e 2012.

Reference books / Manuals:

1.Computer fundamentals – Introduction to computers, Faithe Wempen, John Wiley and Sons Inc. 2015.
Computer and Financial Accounting with Tally 9.0 Course Kit, Vikas Gupta
2.Dreamtech Press, 2012.

Web links and Video Lectures (e-Resources):

1. Introduction to computers and office productivity software - https://www.coursera.org/learn/introduction-to-computers-and-office-productivity-software
2. Excel skills for business specialization – https://www.coursera.org/specializations/excel

Teaching-Learning Process (Innovative Delivery Methods):

1. Experiential Learning : Role plays, simulations, and mock sessions (meetings, press conferences, negotiations) . Real-life scenario-based exercises to bridge theory and practice
2. Peer Learning and Collaborative Learning: Group-based tasks and peer evaluations . Students learn by observing and critiquing each other's communication styles .Encourages teamwork and interpersonal skills

Assessment Structure:

The assessment in each course is Continuous Internal Evaluation (CIE) :To qualify and become eligible to appear for **CIE**, a student must score at least **50% of 50 marks**, i.e., **25 marks**.

Continuous Comprehensive Assessments (CCA)+ Internal Assessment Test (IA) = Continuous Internal Evaluation CIE [25+25=50 marks] A minimum of **two Internal Lab Assessment Tests(IA)** shall be conducted, carrying a total of **25 marks**. In addition, **Continuous Comprehensive Assessment (CCA)** shall be conducted for a total of **25 marks**. It is recommended to include **a maximum of two learning activities** as part of the CCA to foster the **holistic development of students**. These activities shall be:

Sl. No.	Name of the Learning activity	Maximum Marks
1	Lab Report/Lab Record assessed after every module- i.e 2 Continuous Evaluations of 10 marks each averaged to 10 marks	10
2	Viva/Presentation- execution of excel functions	15