# REGULATIONS & COURSE CONTENTS

## OF

## M.Phil(Management)

(Under semester system)



POST GRADUATE DEPARTMENT OF BUSINESS MANAGEMENT
FAKIRMOHAN UNIVERSITY
**BALASORE, ODISHA-756019**

(Effective from the academic session 2021-22)

**About the Department**

The Department of Business Management came into existence in the year 2004 .It has been imparting teaching in Business Administration, leading to MBA degree and in 2015 the M.Phil in Management was introduced.

**Programme Objectives**

1. To develop research competency of the students by strengthening their research skill.
2. To develop competency of the students in understanding emerging issues in respective domain areas
3. To develop competency of the students to understand and apply different research methods.
4. To inculcate strong values and ethical mind set while conducting research

**Programme Outcomes**

The programme outcome is to develop research skill and ability of the students. In specific the programme outcomes are:

**Programme Specific Outcome**

PSO 1: Develop understanding on business research and its application in different
functional areas.
PSO 2: Develop data handling and analytical skills
PSO 3: Develop ability to apply business research methods in different domain areas
PSO 4 Demonstrate ability to create a good research proposal and conduct research catering to local needs.

**Regulation**

The duration of M.Phil in Management shall be spread over two semesters with each semester of six months duration with at least 90 teaching days for Semester I and project work/dissertation for $2^{nd}$ semester. The $1^{st}$ Semester shall commence ordinarily within one week after the last date of admission fixed by the department or notified specifically by PG Council. The second semester will commence after the completion of $1^{st}$ semester. The students promoted to $2^{nd}$ Semester M.Phil will be eligible to carry out the dissertation project after the approval of research proposal under the guidance of an eligible supervisor to be allotted by HoD. The research proposal is to be approved by Departmental Committee made for this purpose and after the approval of the committee the topic is to be notified by the HoD. The periodic progress of dissertation work is to be done by the Departmental Committee and a pre-submission of M.Phil Dissertation project is to be done before final submission. The student has to present a research paper in National Seminar/Conference out of the project work/dissertation work in consultation and approval of research supervisor before submission of final thesis. Evaluation will be done by committee consisting all internal faculty members including guide and one external member from other reputed Institute/University.

 Minimum attendance for appearing in end-term assessment is 75 per cent failing which the candidate will not be allowed to appear in the examination. In this regard the provision of general regulation of the University will be applicable. General regulations for award of M.Phil degree will prevail except those mentioned specifically in the regulation for M.Phil ( Management).

**Course Outline(Semester I)**

| Paper Code | Name of the Paper | Full Marks | Credits Allotted |
|---|---|---|---|
| MPM101 | Research Methodology(RM) | 100 | 04 |
| MPM102 | **Any of the Following** | 100 | 04 |
| MPM 102A | Contemporary Studies in Marketing(CSM) | | |
| MPM 102B | Contemporary Studies in Finance(CSF) | | |
| MPM 102C | Contemporary Studies in Human Resource(CSHR) | | |
| MPM 103(T) | Computer Application in Business Research(Theory) | 50 | 02 |
| MPM 103(L) | Computer Application in Business Research(Practical) | 50 | 02 |

**Course Outline(Semester II)**

| Paper Code | Name of the Paper | Full Marks | Credits Allotted |
|---|---|---|---|
| MPM201 | Dissertation/Project Work | 200 | 04 |
| MPM202 | Presentation  of Project & Viva-Voce | 100 | 02 |

**Table 1:**

| Sl. No. | Continuous  Internal Assessment (Components) For MPM101 & MPM 102 | Mark Allotted |
|---|---|---|
| 1 | One MCQ to be administered at the end of each unit | 10* |
| 2 | Mid-term Assessment based on Unit I & Unit II | 20 |
| 3 | Assignment at the end of Unit IV(Based on Unit III &IV) | 10 |
| | **Total** | **40** |

*Mark allotted for MCQ component is 10.Best one out of five quiz is to be taken.*

**Table 2:**

| Sl. No. | Continuous  Internal Assessment (Components) For MPM103 | Mark Allotted |
|---|---|---|
| 1 | One MCQ to be administered at the end of each unit | 05* |
| 2 | Mid-term Assessment based on Unit I & Unit II | 10 |
| 3 | Assignment at the end of Unit IV(Based on Unit III &IV) | 05 |
| | **Total** | **20** |

*Mark allotted for MCQ component is 05.Best one out of five quiz is to be taken*

**Table 3:**

| Sl. No. | End-term Assessment (Question Pattern) For MPM101 & MPM 102 | Mark Allotted | Total Mark |
|---|---|---|---|
| 1 | A total of 10 compulsory questions each of 2 marks questions based on five units(within 50 words) | 2x10 | 20 |
| 2 | A total of five compulsory questions to be answered each carrying 4 mark based on five units(within 100 words) | 4X5 | 20 |
| 3 | A total of two questions to be answered out of 5 options each carrying 10mark based on five units(Each questions within 300 words and one question from each unit) | 10X2 | 20 |
| | **Total** | | **60** |

*Question pattern should be set in such way that it should assess the course outcome*

**Table 4:**

| Sl. No. | End-term Assessment (Question Pattern) For MPM103(T) | Mark Allotted | Total Mark |
|---|---|---|---|
| 1 | A total of 10 compulsory questions each of 01 marks questions based on five units(within 30 words) | 1x10 | 10 |
| 2 | A total of 05 compulsory questions to be answered each carrying 02 mark based on five units(within 50 words) | 2X5 | 10 |
| 3 | A total of two questions to be answered out of 5 options each carrying 05mark based on five units(Each questions within 100 words and one question from each unit) | 5X2 | 10 |
| | **Total** | | **30** |

*Question pattern should be set in such way that it should assess the course outcome*

**Table 5**

| MPM103(L)Assessment | Mark Allotted |
|---|---|
| Evaluation of Records maintained for the purpose based on Practical Work | 25 |
| Practical & Viva-voce based during end-semester examination | 25 |
| **Total** | 50 |

**Table 6**

| Dissertation Project | Mark Allotted |
|---|---|
| Evaluation of Dissertation Report | 200 |
| Presentation based on work of Dissertation | 50 |

| Viva-voce based on work of Dissertation | 50 |
|---|---|
| **Total** | 300 |

| Sub. Code | Subject Name | Credit | Internal Mark | External Mark |
|---|---|---|---|---|
| MPM 101 | Research Methodology(RM) | 04 | 40 | 60 |

| Objective | • To understand the process of business research and its application. <br> • To understand different sources and methods of data collection along with procedure of sampling. <br> • To develop understanding on different data analysis techniques and its application |
|---|---|
| Pre-Requisites | Basic knowledge of statistics |
| Teaching Scheme | Lectures followed by problem solving and interactive sessions. Demonstration of different techniques and their usages in different situations will be explained |

Detailed Syllabus

| Unit | Topics | Hours |
|---|---|---|
| I | **Introduction to Business Research:** <br> Concept & Importance, Key Properties of Research, Approaches to Research, Types of Business Research, Process of Research-Defining Research problem & Development of Hypotheses, Descriptive vs Relational Hypothesis, Research design-Types | 08 |
| II | **Data Collection, Measurement & Respondents Selection:** <br> Sources of Data-Primary vs Secondary Data, Data Collection Methods, Measurement of Variables-Dimensions ,Scale, Reliability& Validity, Questionnaire Designing, Basic Concepts of Sampling, Sampling Design-Probability & Non-Probability Sampling | 12 |
| III | **Data Processing & Analysis :** <br> Data Editing, Coding, Classification, Tabulation, Exploratory Data Analysis, Descriptive vs Inferential Analysis, Testing of Hypotheses-Procedure | 08 |
| IV | **Parametric & Non-Parametric Test:** <br> Concept, Hypothesis testing of means, Hypothesis testing for differences between means, Hypothesis testing for comparing two related samples, Chi-square test and its application, ANOVA and its application, Important non-parametric test and its usage. | 10 |
| V | **Advance Data analysis & Report Writing:** <br> Correlation & Regression Analysis, Factor analysis, Discriminant analysis, Cluster Analysis, Report Writing- Types of Report, Layout & Structure of Report, Bibliography & Referencing,& footnotes | 10 |
| Total | | 48 |

**Text Book:**
T1.DeepakChawala&NeenaSondhi,Research Methodology, Vikash Publishing House, New Delhi,$2^{nd}$ edition.
T2.Uma Sekaran,Research Methods for Business: A Skill Building Approach,Wiley India, New Delhi, 1st edition.
T3.CR Kothari,Research Methodology-Methods and Techniques, New Age Publishers,$2^{nd}$ Edition.

**Reference Books:**
R1.Donald Cooper, Pamela Schindler, Business Research Methods, McGraw-Hill Higher Education, 12th Edition
R2.Naresh K. Malhotra, Marketing Research-An applied orientation, $3^{rd}$Edition, Pearson Education New Delhi,2002

| Course Outcome | At the end of the course the students will be able to: |
|---|---|
| | i)      improve their problem solving ability in resolving managerial dilemma and convert them to research problem. |
| | ii)      develop skills for developing research proposal, conduct research and write report. |
| | iii)      develop ability to use different data analysis technique in different context |

| Sub. Code | Subject Name | Credit | Internal Mark | External Mark |
|-----------|--------------|--------|---------------|---------------|
| MPM 102C | Contemporary Studies in Human Resource(CSHR) | 04 | 40 | 60 |

| | |
|---|---|
| Objective | • To make the students aware on emerging issues in HRM<br>• To develop critical thinking skill in understanding and resolving different issues in HRM.<br>• To develop understanding on strategic aspects of HRM and industrial relations |
| Pre-Requisites | Basic knowledge of HRM & OB |
| Teaching Scheme | Lectures followed by activity oriented and interactive sessions. |

## Detailed Syllabus

| Unit | Topics | Hours |
|------|--------|-------|
| I | **Emerging Issues in Human Resources**<br>Changing Dimensions of Business, Employee Diversity, Employee Empowerment, Work force Engagement. | 08 |
| II | **HRD,Organizational Culture & Effectiveness**<br>Organizational Culture, H.R.D. Matrix &H.R.D. Interventions, Determinants and Models of Organizational Effectiveness. | 12 |
| III | **Work Motivation & Team Effectiveness**<br>Concepts of motivation; early theories of motivation; Contemporary theories of motivation; Integrated Model of Work Motivation, Different model of team effectiveness | 08 |
| IV | **Strategic Human Resources Management**<br>Strategic Human Resource Planning, Recruitment, Performance & Reward Management, Compensation Management | 10 |
| V | **Strategic Issues on Industrial Relations**<br>Changing Role of State, I.R. in Globalization Scenario, Impact of Technology on Industrial Relations. | 10 |
| | Total | 48 |

**Text Book:.**

T1. C.S. Venkat Ratnam; Industrial Relations, 1st Edition, Oxford Publication, New Delhi.

T2. Gordon Mc Beath, The Handbook of Human Resource Planning, Ist edition, John Wiley & Son

T3. McShane, S.L. and Von Glinow, M.A., Organizational Behaviour, 5th Edition,Tata

McGraw-Hill New Delhi.

T4. Joseph J. Martocchio, Stratigic Compensation: A Human Resource Management Approach, 9th edition, Pearson Education, New Delhi

**Reference Books:**

R1. Udai Pareek; Understanding Organizational Behavior, Industrial Relations, 4th Edition, Oxford Publication, New Delhi.

**R2.** Jyoti Venkates, Human Resource Management, Oxford, New Delhi.

R3. Snell, Bohlander; Managing Human resources, 17th Edition, Cengage Publication. .

R4. John W. Newstrom, Keith A. Davis, Human Behavior at Work,11th Edition, McGraw Hill International Edition,

| Course Outcome | At the end of the course the students will be able to: |
|---|---|
| | i)  develop conceptual clarity on emerging and contemporary areas in HRM |
| | ii)  develop skills for resolving managerial dilemmas in the field of HRM |
| | iii)  develop ability in understanding and analyzing HR issues. |

| Sub. Code | Subject Name | Credit | Internal Mark | External Mark |
|---|---|---|---|---|
| MPM 103(T) | Computer Application in Business Research(Theory) | 02 | 20 | 30 |

| Objective | <ul><li>To make the students understand the fundamentals of computer and operating system</li><li>To make the students understand different data base management system</li><li>To make the students understand the application of computer network</li></ul> |
|---|---|
| Pre-Requisites | Not Required |
| Teaching Scheme | Lectures followed by activity oriented and interactive sessions. |

## Detailed Syllabus

| Unit | Topics | Hours |
|---|---|---|
| I | **Computer Fundamentals:** Defining Computer, Basic applications of computer in business, Components of computer system, CPU, Input / Output Device, Computer Memory: Details about Primary & Secondary Memory, Cache Memory | 06 |
| II | **Operating System:** Introduction to Operating System, Goals of Operating System, Types of Operating System, Defining process, Process State Diagram, Scheduler, Process Control Block | 08 |
| III | **Database Management System:** Introduction to Database and Database User, Database System Concepts and Architecture: Data Models, Schema & instances, Entity Relationship model, Database Design Theory and Normalization | 08 |
| IV | **Computer Network:** Introduction to Data Communication, Types of Network, Protocols, Standards, Layers in OSI model, Transmission modes. | 08 |
| V | **Introduction to Internet, WWW and Web Browsers:** Concepts of Internet, Applications of Internet, Connecting to Internet, ISP, World Wide Web, Web browsing software, search engines, e-Commerce websites. | 06 |
| **Total** | | 36 |

**Text Books:**

T1.  V. Rajaraman, Introduction to Information Technology, 3rd Edition,Prentice Hall of India, New Delhi.

T2. P. K. Sinha and P. Sinha, Computer Fundamentals, BPB Publication.

T3.. M. M. Mano, Computer System Architecture, Prentice Hall of India, New Delhi, 1995

**Reference Books:**

R1. V. Rajaraman, Fundamentals of computers, Prentice Hall of India, New Delhi.

R3. Efraime Turban, R. Kelly Rainer, and Richard E. Potter, Introduction to Information Technology, Wiley.

R4. Raj Kamal, Internet and Web Technology, Tata McGraw Hill Education.

R5. J. P. Glaser and CloudiaSalzberg, The Strategic Application of Information Technology in Health Care Organization, Jossey- Bass.

R6. R. Elmasri and S. B. Navathe, Fundamentals of Database System, Addison Wisley.

| Course Outcome | At the end of the course the students will be able to: |
|---|---|
|  | i)   develop conceptual clarity on computer application in business research<br>ii)  develop skill in handling data base system<br>iii) Develop ability to use different IT tools in research |

| Sub. Code | Subject Name | Credit | Evaluation of Records | Practical & Viva-voce |
|-----------|--------------|--------|-----------------------|------------------------|
| MPM 103(P) | Computer Application in Business Research(Practical) | 02 | 25 | 25 |

| | |
|---|---|
| Objectives | To apply IT tools in real-life situations |
| Pre-Requisites | Basic knowledge of IT |
| Teaching Scheme | Laboratory instruction followed by individual lab assignment |

## Detailed Syllabus

| Topics of Lab Exercise | Hours |
|------------------------|-------|
| **Understanding word processing:**<br><br>Word processing basics, opening and closing of document, Text Creation and Manipulation, Table Handling, Image Handling, Automatic creation of Table of Content for a document. | 02 |
| **Using Spreadsheet**<br><br>Basics of Spreadsheet, Manipulation of Cells, Editing of spreadsheet, printing of spreadsheet, autofill, apply custom date formats and validation. | 02 |
| **Application using spreadsheet**<br><br>Filters on Text, date and numbers, filter data using cell color, font color, working with formulas, pivot table, creating charts and graphics, data protection techniques, hyperlink, what if analysis: goal seek, scenario manager. | 03 |
| **Making small presentation**<br><br>Basics of Presentation Software (MS-Powerpoint), Creating presentation, Preparation & Presentation of Slides, Slide Show, Taking Printouts of handouts or presentation. | 02 |
| **Data Collection, Processing, Analysis of Data using Statistical & Other Packages:**<br><br>Creation and validation of google form, Manipulation using google doc, google sheet & google slide Analysis through statistical packages and other programming languages, Introduction to SPSS and R. | 03 |

| | |
|---|---|
| Course Outcome | At the end of the course the students will be able to:<br><br>i)      develop skill in handling MS Office<br>ii)     develop ability to use different IT tools in research |

| | iii) | develop ability to analyse data using statistical packages |
|---|---|---|