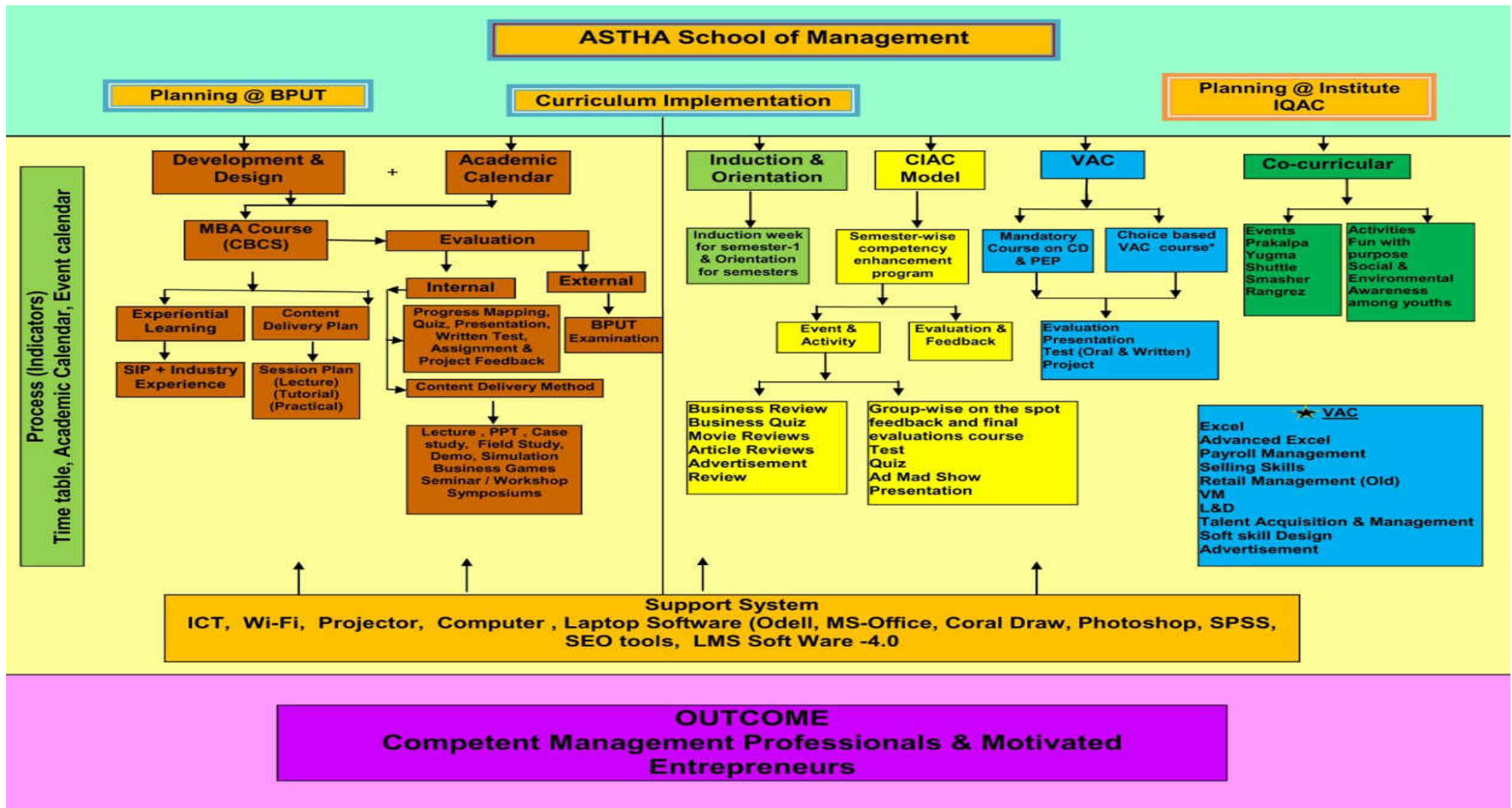


The Curriculum Planning & Implementation Process of ASTHA School of Management



Sharnika
Principal

Astha School Of Management

ASTHA SCHOOL OF MANAGEMENT
261, ATALA, PANCHAMUKHI VIHAR, PHASE-II
BALIANTA, BHUBANESWAR, KHAMRDA-752101

**FOR ADMISSION BATCH 2024-25
MASTER OF BUSINESS ADMINISTRATION
FIRST YEAR (FIRST SEMESTER)**

Sl. No.	Category	Course Code	Course	Contact Hrs. L-T-P	Credit	University Marks	Internal Evaluation
Subject							
1.	PC	MBPC1001	Management Principles & Organizational Behaviour (MPOB)	3-0-0	3	100	50
2.	PC	MBPC1002	Marketing Management	3-0-0	3	100	50
3.	PC	MBPC1003	Financial Accounting and Analysis	3-0-0	3	100	50
4.	EV	MBEV1001	Managerial Economics	3-0-0	3	100	50
5.	QT	MBQT1001	Quantitative Techniques	3-0-0	3	100	50
6.	EV	MBEV1002	Business Communication	3-0-0	3	100	50
7.	EV	MBEV1003	Universal Human Values, Ethics and Environment	3-0-0	3	100	50
8.	EV	MBEV1004	Entrepreneurship & Legal environment	3-0-0	3	100	50
9.	PC	MBPC1201	IT Skills for Managers	0-0-2	2	-	100
10.	EV	MBEV1005	Management Lessons from Ancient India	2-0-0	2	100	50
11.	EV	MBEV1201	Business Communication Lab	0-0-1	1	-	100
Total				26-0-3	29	900	650

FIRST YEAR (SECOND SEMESTER)

Sl. No.	Category	Course Code	Course	Contact Hrs. L-T-P	Credit	University Marks	Internal Evaluation
Subject							
1.	PC	MBPC1004	Corporate Finance	3-0-0	3	100	50
2.	PC	MBPC1005	Cost and Management Accounting	3-0-0	3	100	50
3.	PC	MBPC1006	Human Resources Management	3-0-0	3	100	50
4.	QT	MBQT1002	Business Research	3-0-0	3	100	50
5.	PC	MBPC1007	Operations Management	3-0-0	3	100	50
6.	PC	MBPC1008	Business Analytics	3-0-0	3	100	50
7.	PC	MBPC1009	Management Information System	3-0-0	3	100	50
8.	PC	MBPC1010	Strategic Management	3-0-0	3	100	50
9.	EV	MBEV1202	Health & Wellness	0-0-1	1	-	100
10.	PC	MBPC1011	Introduction to AI	2-0-0	2	100	50
Total				26-0-3	22	900	450

Note: Click here to view/download the syllabus of the subjects.

(FIRST YEAR)**1st SEMESTER**

Sl No.	Sub. Code	Name of the subjects	L-T-P	Credit	University Marks	Internal Evaluation
1.	18MBA101	Managerial Economics	3-0-0	3	100	50
2.	18MBA102	Marketing Management	3-0-0	3	100	50
3.	18MBA103	Organizational Behaviour	3-0-0	3	100	50
4.	18MBA104	Management Principles	3-0-0	3	100	50
5.	18MBA105	Decision Science	3-0-0	3	100	50
6.	18MBA106	Business Communication	3-0-0	3	100	50
7.	18MBA107	Financial Accounting and Analysis	3-0-0	3	100	50
8.	18MBA108	Business Law	3-0-0	3	100	50
9.	18MBA109	Business Environment & Ethics	3-0-0	3	100	50
		TOTAL		27	900	450

2nd SEMESTER

Sl No.	Sub. Code	Name of the subjects	L-T-P	Credit	University Marks	Internal Evaluation
1.	18MBA201	Corporate Finance	3-0-0	3	100	50
2.	18MBA202	Indian Financial Systems and Services	3-0-0	3	100	50
3.	18MBA203	Human Resources Management	3-0-0	3	100	50
4.	18MBA204	Business Research	3-0-0	3	100	50
5.	18MBA205	Operations Management	3-0-0	3	100	50
6.	18MBA206	International Business	3-0-0	3	100	50
7.	18MBA207	Fundamentals of IT & ERP	3-0-0	3	100	50
8.	18MBA208	Corporate Strategy	3-0-0	3	100	50
9.	18MBA209	Entrepreneurship Development	3-0-0	3	100	50
		TOTAL		27	900	450
The colleges may provide for a PD Lab for the students which shall be a non-credit course. An indicative list of lab sessions is attached for reference.						
Internship Training during vacation.						

SECOND YEAR OF MBA**1. ELECTIVES:**

a) FUNCTIONAL AREA : MARKETING							
Sl No	Sem ester	Sub. Code	Elective Papers	L-T-P	Credit	University Marks	Internal Evaluation
1.	3 rd	18MBA301A	Consumer Behaviour	3-0-0	3	100	50
2.	3 rd	18MBA302A	Sales & Distribution Management	3-0-0	3	100	50
3.	3 rd	18MBA303A	Digital Marketing	3-0-0	3	100	50
4.	3 rd	18MBA304A	Service Marketing	3-0-0	3	100	50
5.	4 th	18MBA401A	Retail Management	3-0-0	3	100	50
6.	4 th	18MBA402A	Product & Branding Management	3-0-0	3	100	50
7.	4 th	18MBA403A	B2B Marketing	3-0-0	3	100	50
			TOTAL		21	700	350

b) FUNCTIONAL AREA : FINANCE							
Sl No	Sem ester	Sub. Code	Elective Papers	L-T-P	Credit	University Marks	Internal Evaluation
1.	3 rd	18MBA301B	Security Analysis & Portfolio Management	3-0-0	3	100	50
2.	3 rd	18MBA302B	Financial Derivatives	3-0-0	3	100	50
3.	3 rd	18MBA303B	Advanced Management Accounting	3-0-0	3	100	50
4.	3 rd	18MBA304B	Project Appraisal and Financing	3-0-0	3	100	50
5.	4 th	18MBA401B	Business Taxation	3-0-0	3	100	50
6.	4 th	18MBA402B	Behavioural Finance	3-0-0	3	100	50
7.	4 th	18MBA403B	Mergers and Corporate Restructuring	3-0-0	3	100	50
			TOTAL		21	700	350

c) FUNCTIONAL AREA: HUMAN RESOURCES							
Sl No	Sem ester	Sub. Code	Elective Papers	L-T-P	Credit	University Marks	Internal Evaluation
1.	3rd	18MBA301C	Manpower Planning	3-0-0	3	100	50
2.	3rd	18MBA302C	Employee Relations	3-0-0	3	100	50
3.	3rd	18MBA303C	Compensation and Benefit Management	3-0-0	3	100	50
4.	3rd	18MBA304C	Performance Management System	3-0-0	3	100	50
5.	4th	18MBA401C	Team Dynamics at work	3-0-0	3	100	50
6.	4th	18MBA402C	Strategic HRM	3-0-0	3	100	50
7.	4th	18MBA403C	Industrial Legislations	3-0-0	3	100	50
			TOTAL		21	700	350

d) FUNCTIONAL AREA: OPERATIONS MANAGEMENT							
Sl No	Sem ester	Sub. Code	Elective Papers	L-T-P	Credit	University Marks	Internal Evaluation
1.	3rd	18MBA301D	Supply Chain Management & Logistics	3-0-0	3	100	50
2.	3rd	18MBA302D	Pricing and Revenue Management	3-0-0	3	100	50
3.	3rd	18MBA303D	Operations Strategy	3-0-0	3	100	50
4.	3rd	18MBA304D	Sales and Operation Planning	3-0-0	3	100	50
5.	4th	18MBA401D	Management of Manufacturing System	3-0-0	3	100	50
6.	4th	18MBA402D	Sourcing Management	3-0-0	3	100	50
7.	4th	18MBA403D	Operations Research Applications	3-0-0	3	100	50
			TOTAL		21	700	350

MBA 2Yrs Syllabus from Admission Batch 2018-19 onwards

e) FUNCTIONAL AREA: SYSTEMS MANAGEMENT							
Sl No	Sem ester	Sub. Code	Elective Papers	L-T-P	Credit	University Marks	Internal Evaluation
1.	3rd	18MBA301E	Data Mining for Business Decisions	3-0-0	3	100	50
2.	3rd	18MBA302E	Business Analytics	3-0-0	3	100	50
3.	3rd	18MBA303E	E-Commerce and Digital Markets	3-0-0	3	100	50
4.	3rd	18MBA304E	Managing Digital Platforms	3-0-0	3	100	50
5.	4th	18MBA401E	Strategic Management of IT	3-0-0	3	100	50
6.	4th	18MBA402E	Managing Digital Innovation and Transformation	3-0-0	3	100	50
7.	4th	18MBA403E	Managing Software Projects	3-0-0	3	100	50
			TOTAL		21	700	350

f) FUNCTIONAL AREA: RURAL MANAGEMENT							
Sl No	Sem ester	Sub. Code	Elective Papers	L-T-P	Credit	University Marks	Internal Evaluation
1.	3rd	18MBA301F	Agribusiness Management	3-0-0	3	100	50
2.	3rd	18MBA302F	Rural Marketing	3-0-0	3	100	50
3.	3 rd	18MBA303F	Rural Development	3-0-0	3	100	50
4.	3rd	18MBA304F	Livelihood and Development Management	3-0-0	3	100	50
5.	4th	18MBA401F	Rural Credit and Micro Finance	3-0-0	3	100	50
6.	4th	18MBA402F	Cooperative Management	3-0-0	3	100	50
7.	4th	18MBA403F	Strategies for Smart Villages	3-0-0	3	100	50
			TOTAL		21	700	350

ASTHA School of Management

Ref.No. ASM/8785/24

Date: 23.08.2024

CIRCULAR

The following is the subject assignment matrix for Semester 1 (2024-25).

Sl. No.	Subject	Subject Code	Faculty
1	Management Principles & Organizational Behaviour (MPOB)	MBPC1001	Dr.Swetapadma Dash (Section-A & B) Dr.A.Das (Section-C & D)
2	Marketing Management	MBPC1002	Dr.P.K.Padhi (Section-A & B) Asst.Prof.Dwipanita Mishra (Section-C) Asst. Prof. Dibya Omm Mohanty (Section-D)
3	Financial Accounting and Analysis	MBPC1003	Dr.B.P.Kar -Assisted by Asst.Prof. P. Jena (Section-A & B) Dr.Tatayya Bommali -Assisted by Asst.Prof.Subhasmita Nayak(Section-C & D)
4	Managerial Economics	MBEV1001	Asst. Prof.K.P.Sathpathy (Section-A & B) Asst. Prof.A.Swain (Section-C & D)
5	Quantitative Techniques	MBQT1001	Asst. Prof. M. Nayak
6	Business Communication	MBEV1002	Prof.(Dr.) S.Subramanian
7	Universal Human Values, Ethics and Environment	MBEV1003	Asst. Prof. P.Jena (Section-A) Asst. Prof. Manoj Kumar Behera(Section-B) Asst.Prof.Subhasmita Nayak(Section-C) Asst. Prof. Subhamitra Nayak(Section-D)
8	Entrepreneurship & Legal environment	MBEV1004	Asst.Prof. Pramit Chandra Raut
9	IT Skills for Managers	MBPC1201	Asst.Prof. Md.A.Khan (Section-A & B) Asst. Prof. S.N.Mohapatra (Section-C & D)
10	Management Lessons from Ancient India	MBEV1005	Prof.(Dr.) J.R.Mohanty
11	Business Communication Lab	MBEV1201	Prof.(Dr.) S.Subramanian Asst.Prof. Md.A.Khan (Section-A & B) Asst. Prof.A.Swain (Section-C & D)


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Ref.No. ASM/8769/24

Date: 29.07.2024

CIRCULAR

The following is the revised subject assignment matrix for Semester 3 (2024-25).

Sl. No.	Subject	Faculty
1	Sales & Distribution Management	Asst. Prof. M. K. Behera
2	Services Marketing	Asst. Prof.K.P.Sathpathy (Guided by Asst.Prof.M.Nayak)
3	Consumer Behaviour	Dr.P.K.Padhi
4	Digital Marketing	Asst. Prof. Dibya Omm Mohanty (Guided by Asst. Prof. J. Mohanty)
5	Security Analysis & Portfolio Management	Asst. Prof. Subhasmita Nayak
6	Financial Derivatives	Asst. Prof. S.N.Mohapatra
7	Advanced Management Accounting	Dr. B.P.Kar
8	Project Appraisal and Financing	Asst.Prof. P. Jena
9	Manpower Planning	Asst.Prof. Md.A.Khan
10	Employee Relations	Dr.Anindita Das
11	Compensation and Benefit Management	Dr.J.R.Mohanty
12	Performance Management System	Asst.Prof.Subhamitra Nayak
13	Supply Chain Management & Logistics	Dr.P.K.Padhi
14	Pricing and Revenue Management	Asst.Prof. S.N.Mohapatra
15	Operations Strategy	Asst. Prof. M.K.Behera
16	Sales and Operation Planning	Asst. Prof. Dibya Omm Mohanty
17	Data Mining for Business Decisions	Asst.Prof. Md.A.Khan
18	Business Analytics	Asst.Prof. Subhamitra Nayak
19	E-Commerce and Digital Markets	Asst.Prof. Ananya Swain & Asst.Prof.D.K.Jena
20	Managing Digital Platforms	Asst.Prof. P. Jena



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Ref.No. ASM/9093/25

Date: 27.01.2025

CIRCULAR

The following is the subject assignment matrix for Semester 2 (2024-25).

Sl. No.	Subject	Subject Code	Faculty
1	Corporate Finance	MBPC1004	Asst. Prof. P.Jena (Section-A & B) Dr.B.P.Kar (Section-C & D)
2	Cost and Management Accounting	MBPC1005	Asst. Prof. S.N.Mohapatra
3	Human Resources Management	MBPC1006	Dr.A.Das (Section-A & B) Dr.S.Dash(Section-C & D)
4	Business Research	MBQT1002	Dr.T. Bommali (Section-A & B) Asst. Prof.A.Swain (Section-C & D) Asst.Prof. P.C.Raut (BR Lab.)
5	Operations Management	MBPC1007	Dr.P.K.Padhi
6	Business Analytics	MBPC1008	Asst.Prof.S.K.Mishra
7	Management Information System	MBPC1009	Asst.Prof. Md.A.Khan
8	Strategic Management	MBPC1010	Asst.Prof.D.Mishra(Section-A & B) Asst. Prof. M. K. Behera (Section-C & D)
9	Health & Wellness	MBEV1202	Asst. Prof. S. Nayak (Section-A & B) Prof.(Dr.) J.R.Mohanty (Section-C & D)
10	Introduction to AI	MBPC1011	Asst.Prof. P.C.Raut(Section-A) Asst. Prof. S. Nayak (Section-B) Asst. Prof. K.P.Satpathy (Section-C & D)

Tharmita
Principal 27.1.25

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N.B.-Faculty members are instructed to submit the collaborative Lesson Plan as per Bloom's Taxonomy to principal@asthaeducation.in with a Cc to examcell.astha@gmail.com on or before 31.01.2025

ASTHA School of Management
MBA 4th SEMESTER SUBJECT ASSIGNMENT (2024-25)

SI No.	Subject with code	Faculty
1	Business Taxation(18MBA401B)	Dr.B.P.Kar
2	Behavioural Finance(18MBA402B)	Asst. Prof. S.N.Mohapatra
3	Merger and Corporate Restructuring(18MBA403B)	Dr.T.Bommali
4	Retail Management (18MBA401A)	Asst. Prof. D.Mishra
5	Product & Branding Management (18MBA402A)	Asst.Prof.M.K.Behera
6	B2B Marketing(18MBA403A)	Dr.P.K.Padhi
7	Team Dynamic at Work (18MBA401C)	Prof.(Dr.) J.R.Mohanty
8	Strategic HRM (18MBA402C)	Dr.A.Das
9	Industrial Legislations (18MBA403C)	Asst.Prof.P.C.Rout
10	Management of Manufacturing System(18MBA401D)	Dr.P.K.Padhi
11	Sourcing Management(18MBA402D)	Asst.Prof.P.C.Rout
12	Operations Research Applications(18MBA403D)	Asst. Prof. P.Jena
13	Strategic Management of IT(18MBA401E)	Asst. Prof. A.Swain
14	Managing Digital Innovation and Transformation(18MBA402E)	Asst.Prof.S.Nayak
15	Managing Software Projects(18MBA403E)	Asst.Prof.S.Nayak

Sharmila
Principal 4/01/2025

ASTHA School of Management

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1st Semester Class Time Table 2024-25 w.e.f. 18.09.2024

Section-A

DAY	9.45 AM-10.45 AM	10.45 AM-11.45 AM	11.45AM - 12.45PM	12.45 PM -1.45 PM	1.45 PM-3.00 PM	3.00 PM-4.00PM	4.00 PM-5.00PM	5.15 PM-6.15PM
MON	ME	QT	BC	L U N C H B R E A K	Business Language Comprehension	ITM	MPOB	BCL
TUE	FAA	MM	ME		Soft Skills	ELLE	UHVE	
WED	FAA	BC	QT		Advertisement Review	MPOB	ELLE	
THU	ME	ELLE	MLAI		Business Environment Review	ITM	UHVE	
FRI	MM	QT	BC		Business Quiz	MPOB	PROCTORSHIP	VAC
SAT	FAA	MLAI	UHVE		MM	IQAC ACTIVITY		

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1st Semester Class Time Table 2024-25 w.e.f. 18.09.2024

Section-B

DAY	9.45 AM-10.45 AM	10.45 AM-11.45 AM	11.45AM - 12.45PM	12.45 PM -1.45 PM	1.45 PM-3.00 PM	3.00 PM-4.00PM	4.00 PM-5.00PM	5.15 PM-6.15PM
MON	FAA	BC	QT	L U N C H B R E A K	Advertisement Review	UHVE	ELE	
TUE	ME	MLAI	ITM		Business Language Comprehension	MM	MPOB	BCL
WED	ELE	QT	BC		Business Environment Review	UHVE	MPOB	
THU	FAA	MLAI	MM		Business Quiz	UHVE	ITM	
FRI	ME	BC	QT		Soft Skills	MM	PROCTORSHIP	VAC
SAT	ELE	ME	FAA		MPOB	IQAC ACTIVITY		


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1st Semester Class Time Table 2024-25 w.e.f. 18.09.2024

Section-C

DAY	9.45 AM-10.45 AM	10.45 AM-11.45 AM	11.45AM - 12.45PM	12.45 PM -1.45 PM	1.45 PM-3.00 PM	3.00 PM-4.00PM	4.00 PM-5.00PM	5.15 PM-6.15PM
MON	ME	ELE	MPOB	L U N C H B R E A K	Soft Skills	MM	UHVE	
TUE	FAA	QT	BC		Advertisement Review	ITM	UHVE	
WED	MPOB	MLAI	ME		Business Language Comprehension	MM	ITM	BCL
THU	FAA	BC	QT		Business Environment Review	MM	UHVE	
FRI	ME	ELE	MPOB		Business Quiz	MLAI	PROCTORSHIP	
SAT	FAA	QT	BC		ELE	IQAC ACTIVITY		VAC

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1st Semester Class Time Table 2024-25 w.e.f. 18.09.2024

Section-D

DAY	9.45 AM-10.45 AM	10.45 AM-11.45 AM	11.45AM - 12.45PM	12.45 PM -1.45 PM	1.45 PM-3.00 PM	3.00 PM-4.00PM	4.00 PM-5.00PM	5.15 PM-6.15PM
MON	FAA	MMI	MLAI	L U N C H B R E A K	Business Quiz	MPOB	ITMI	
TUE	NIE	BC	QT		Soft Skills	UHVE	ELE	
WED	FAA	MMI	ELE		Advertisement Review	ITMI	UHVE	
THU	MPOB	QT	BC		Business Language Comprehension	UHVE	ELE	BCL
FRI	FAA	MLAI	ME		Business Environment Review	MPOB	PROCTORSHIP	
SAT	ME	BC	QT		MMI	IQAC ACTIVITY		VAC


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3rd Semester Class Time Table 2024-25 w.e.f. 01.08.2024

DAY	9.45 AM-10.45 AM	10.45 AM-11.45 AM	11.45AM - 12.45PM	12.45 PM-1.45 PM	1.45 PM-2.45PM	2.45 PM-4.15PM	4.15PM-5.45PM
MON	SDM	CB	SAPM	CBM	L U N C H B R E A K	CIAC	VAC
TUE	DM	SDM	PMS	PAF		CIAC	VAC
WED	SM	FD	AMA	MP		CIAC	VAC
THU	CB	PAF	SAPM	ER		CIAC	VAC
FRI	DM	AMA	MP	CBM		CIAC	VAC
SAT	SM	PMS	ER	FD		CIAC	VAC

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4th Semester Class Time Table 2024-25 w.e.f. 06.01.2025

DAY	9.45AM-10.45 AM	10.45AM-11.45 AM	11.45AM - 12.45 PM	12.45PM - 01.45 PM	1.45 PM - 3.00 PM	03.00 PM-05.00PM
MON	RM	TDW	PBM	SM	L U N C H B R E A K	CIAC
TUE	BT	IL	RM	BF		CIAC
WED	PBM	MCR	SHRM	SM		CIAC
THU	MCR	B2B	MMIS	ORA		CIAC
FRI	B2B	TDW	SHRM	BT		CIAC
SAT	BF	IL	MMIS	ORA	CIAC	


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2nd Semester Class Time Table 2024-25 w.e.f. 12.02.2025

Section - A

DAY	9.45 AM-10.45 AM	10.45 AM-11.45 AM	11.45AM - 12.45PM	12.45 PM -1.30 PM	1.30 PM-2.30 PM	2.30 PM-3.30PM	3.30 PM-4.30PM	4.30 PM-5.30PM
MON	CMA	BEC	BR	L U N C H B R E A K	CF	HRM	AI	CIAC
TUE	HRM	OM	BEC		MIS	SM	CF	VAC
WED	BA	CMA	BR		CF	AI	BEC	CIAC
THU	HRM	BA	MIS		BR Lab	OM	AI	VAC
FRI	BR	OM	SM		MIS	HW	CIAC	PROCTORSHIP
SAT	BA	SM	BEC	CMA	CIAC	IQAC ACTIVITY		

* BEC is a VAC on Business English Competence.

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ASTHA School of Management
2nd Semester Class Time Table 2024-25 w.e.f. 12.02.2025

Section - B

DAY	9.45 AM-10.45 AM	10.45 AM-11.45 AM	11.45AM - 12.45PM	12.45 PM -1.30 PM	1.30 PM-2.30 PM	2.30 PM-3.30PM	3.30 PM-4.30PM	4.30 PM-5.30PM
MON	HRM	OM	MIS	L U N C H B R E A K	BA	AI	BEC	CIAC
TUE	BA	CMA	CF		BR Lab	OM	SM	VAC
WED	BR	BEC	SM		CF	HRM	MIS	CIAC
THU	CMA	SM	BEC		MIS	AI	BR	VAC
FRI	AI	BR	BEC		CMA	HW	CIAC	PROCTORSHIP
SAT	HRM	OM	BA		CF	CIAC	IQAC ACTIVITY	

* BEC is a VAC on Business English Competence.

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ASTHA School of Management

2nd Semester Class Time Table 2024-25 w.e.f. 12.02.2025

Section - C

DAY	9.45 AM-10.45 AM	10.45 AM-11.45 AM	11.45AM - 12.45PM	12.45 PM -1.30 PM	1.30 PM-2.30 PM	2.30 PM-3.30PM	3.30 PM-4.30PM	4.30 PM-5.30PM
MON	BA	HRM	BEC	L U N C H B R E A K	BR Lab	MIS	OMI	CIAC
TUE	CMA	SM	HRM		BR	OMI	BEC	VAC
WED	CF	OMI	BEC		MIS	AI	SM	CIAC
THU	BA	CMA	AI		BR	HW	BEC	VAC
FRI	SM	MIS	CF		AI	HRM	CIAC	PROCTORSHIP
SAT	CF	CMA	BR	BA	CIAC	IQAC ACTIVITY		

* BEC is a VAC on Business English Competence.

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ASTHA School of Management
2nd Semester Class Time Table 2024-25 w.e.f. 12.02.2025

Section - D

DAY	9.45 AM-10.45 AM	10.45 AM-11.45 AM	11.45AM - 12.45PM	12.45 PM -1.30 PM	1.30 PM-2.30 PM	2.30 PM-3.30PM	3.30 PM-4.30PM	4.30 PM-5.30PM
MON	CF	OMI	BA	L U N C H B R E A K	MIS	SM	BR	CIAC
TUE	SM	BEC	BA		AI	SM	HRM	VAC
WED	CMA	CF	AI		BR	MIS	OMI	CIAC
THU	CF	BEC	OMI		CMA	HW	HRM	VAC
FRI	BA	CMA	MIS		BR Lab	BEC	CIAC	PROCTORSHIP
SAT	AI	BEC	HRM		BR	CIAC	IQAC ACTIVITY	

* BEC is a VAC on Business English Competence.

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ASTHA School of Management

LESSON PLAN

Subject: Human Resource Management

Subject code: MBPC1006

Subject Credit: 3

Academic Session: 2024-25

Semester: 2nd Semester

Faculty: Dr. Anindita Das (Section A & B), Dr. Swetapadma Dash (Section C & D)

COURSE OBJECTIVES:

- To introduce and explain different phenomenon of Human Resource Management (HRM).
- To enrich the students' understanding on HRM, which may enable them to implement the concepts in the workplace.

Course Outcomes:

CO	Course Outcomes	Levels of learning (Based on bloom's taxonomy)
CO1	Explain & interpret different concepts, Functions & Processes of HRM.	Level 1 & 2 Remember and Understand
CO2	Apply different tools and techniques for managing human resources in an organization.	Level 3 Apply
CO3	Analyze, identify problems and develop skill sets in managing human resources in an organizational context.	Level 4 & 5 Analyse and Evaluate
CO4	Integrate the knowledge of HR concepts to Plan and design human resource intervention & strategies for an organization	Level 6 Create

Text Books/Reference Books:

1. HRM Text & Cases, Aswathappa, TMH.
2. Personnel & Human Resource Management, P. Subba Rao, HPH
3. Human Resource Management, VSP Rao, Excel
4. Human Resource Management, Jyoti Venkates, Oxford
5. HR, Denisi and Sarkar, Cengage.
6. Human Resource Management, Dessler (PHI).
7. Human Resource Management, Snell/Bohlander, Cengage.

Sl. No.	Lecture No.	Subject Topics	Important Teaching points	Delivery mode/ classroom process	Books/ materials to be referred	Mapped with CO
MODULE - 1						
1	1 & 2	Concept of Human Resource Management (HRM)	<ul style="list-style-type: none"> • Definitions • Objectives of HRM • Functions of HRM 	Lecture, Student Interaction and PPT	HRM Text & cases, Aswathappa, TMH. Human Resource Management- Dessler (PHI). Human Resource Management- Snell/Bohlander, Cengage	CO 1
2	3	Process of HRM	<ul style="list-style-type: none"> • Process of HRM 	Lecture, Student Interaction and PPT	HRM Text & cases, Aswathappa, TMH; HRM – VSP Rao, Excel	CO 1
3	4	Evolution of HRM	<ul style="list-style-type: none"> • Evolution of HRM 	Lecture, Student Interaction and PPT	HRM Text & cases, Aswathappa, TMH; HRM – VSP Rao, Excel	CO 1
4	5	Strategic HRM	<ul style="list-style-type: none"> • Strategic HRM • HRM Vs. SHRM • Current Scenario 	Lecture, and PPT	HRM Text & cases, Aswathappa, TMH; HRM – VSP Rao, Excel	CO 1
5	6	Human Resource Planning	<ul style="list-style-type: none"> • Meaning • Process • Factors 	Lecture, Student Interaction and PPT	HRM Text & cases, Aswathappa, TMH; HRM – VSP Rao, Excel Human Resource Management- Snell/Bohlander, Cengage	
6	7 & 8	Job analysis	<ul style="list-style-type: none"> • Job description 	Lecture, Student	HRM Text & cases, Aswathappa, TMH;	CO 1

			<ul style="list-style-type: none"> • Job specification 	Interaction and PPT	HRM – VSP Rao, Excel	
7	9	Recruitment	<ul style="list-style-type: none"> • Meaning • Sources • Process • Yield Ratio 	Lecture, Student Interaction and PPT	HRM Text & cases, Aswathappa, TMH; HRM – VSP Rao, Excel	CO 3
8	10 & 11	Selection	<ul style="list-style-type: none"> • Meaning • Process • Selection Tests • Interviews 	Lecture, Student Interaction and PPT	HRM Text & cases, Aswathappa, TMH; HRM – VSP Rao, Excel	CO 4
9	12	Induction and Socialization	<ul style="list-style-type: none"> • Induction and Socialization 	Lecture, Student Interaction and PPT	HRM Text & cases, Aswathappa, TMH; HRM – VSP Rao, Excel	CO 4
10	13	Doubt Clearing and Question Discussion Quiz - 1	<ul style="list-style-type: none"> • Doubt clearing • Important Questions Discussion • Quiz from Module 1 	Student Interaction	Quiz - 1	
MODULE - 2						
11	14	Performance Appraisal	<ul style="list-style-type: none"> • Meaning • Objective • Process 	Lecture, Student Interaction and PPT	HRM Text & cases, Aswathappa, TMH; HRM – VSP Rao, Excel	CO 2
12	15 & 16	Performance Appraisal Methods	<ul style="list-style-type: none"> • Traditional Methods • Modern Methods • Approaches 	Lecture, Student Interaction and PPT	HRM Text & cases, Aswathappa, TMH; HRM – VSP Rao, Excel	CO 2
13	17	Performance Appraisal	<ul style="list-style-type: none"> • Potential Appraisal • Biases in performance appraisal • Rating Errors 	Lecture, Student Interaction and PPT	HRM Text & cases, Aswathappa, TMH; HRM – VSP Rao, Excel	CO 2
14	18	Job Evaluation	<ul style="list-style-type: none"> • Job Evaluation • Methods of Job Evaluation 	Lecture, Student Interaction and PPT	HRM Text & cases, Aswathappa, TMH; HRM – VSP Rao, Excel	CO 2

15	19	Compensation	<ul style="list-style-type: none"> • Meaning • Types • Factors of deciding Compensation • Pay structure 	Lecture, Classroom Activity	HRM Text & cases, Aswathappa, TMH; HRM – VSP Rao, Excel	CO 2
16	20 & 21	Wages	<ul style="list-style-type: none"> • Types of wages • Wage theories • Wage differentials • Wage Law in India 	Lecture, Student Interaction and PPT <i>Workshop</i>	HRM Text & cases, Aswathappa, TMH; HRM – VSP Rao, Excel	CO 2
17	22	Executive Compensation	<ul style="list-style-type: none"> • Meaning of Executive Compensation • Deciding Factors • Structure 	Lecture, Student Interaction and PPT	HRM Text & cases, Aswathappa, TMH; HRM – VSP Rao, Excel	CO 2
18	23	Doubt Clearing and Question Discussion Quiz - 2	<ul style="list-style-type: none"> • Doubt clearing • Important Questions Discussion • Quiz from Module 2 	Student Interaction Quiz	Quiz - 2	
MODULE - 3						
19	24	Career Planning	<ul style="list-style-type: none"> • Concepts of Career • Career planning • Process • Career Stages 	Lecture, Student Interaction and PPT	HRM Text & cases, Aswathappa, TMH. HRM – VSP Rao, Excel Human Resource Management-Snell/Bohlander, Cengage	CO 3
20	25	Training & Development	<ul style="list-style-type: none"> • Concept • Process • Training Need Analysis 	Lecture, Student Interaction and PPT	HRM Text & cases, Aswathappa, TMH.	CO 3
21	26 & 27	Methods of training	<ul style="list-style-type: none"> • On-the-job Training • Off-the-job Training • Evaluation of Training effectiveness 	Lecture, Student Interaction and PPT	HRM – VSP Rao, Excel Human Resource Management-Snell/Bohlander, Cengage	CO 3
22	28	Promotion and Transfer	<ul style="list-style-type: none"> • Concepts of 	Lecture,	HRM Text & cases, Aswathappa, TMH.	CO 3

			Promotion <ul style="list-style-type: none"> • Basis of Promotion • Concept of Transfer • Reasons for Transfer 	Student Interaction and PPT		
23	29	Separation	<ul style="list-style-type: none"> • Concept • Forms • Implications • Legal Compliances 	Lecture, Student Interaction and PPT	HRM – VSP Rao, Excel Human Resource Management- Snell/Bohlander, Cengage	CO 3
24	30	Organization Citizenship Behaviour	<ul style="list-style-type: none"> • Organization Citizenship Behaviour 	Lecture, Student Interaction and PPT	HRM Text & cases, Aswathappa, TMH.	CO 3
25	31	HRIS	<ul style="list-style-type: none"> • HRIS 	Lecture, Student Interaction and PPT	HRM – VSP Rao, Excel Human Resource Management- Snell/Bohlander, Cengage	CO 4
26	32	Competency mapping	<ul style="list-style-type: none"> • Competency mapping 	Lecture, Student Interaction and PPT	HRM Text & cases, Aswathappa, TMH.	CO 4
27	33	Talent Management	<ul style="list-style-type: none"> • Talent Management 	Lecture, Student Interaction and PPT	HRM – VSP Rao, Excel Human Resource Management- Snell/Bohlander, Cengage	CO 4
28	34	Employee engagement	<ul style="list-style-type: none"> • Employee engagement 	Lecture, Student Interaction and PPT	HRM – VSP Rao, Excel Human Resource Management- Snell/Bohlander, Cengage	
29	35	Doubt Clearing and Question Discussion Quiz - 3	<ul style="list-style-type: none"> • Doubt clearing • Important Questions Discussion • Quiz from Module 3 	Student Interaction	Quiz - 3	

Caselets: Human Resource Management
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XYZ Plastic Moulding Manufacturing Sdn. Bhd. is located at Subang Jaya, Selangor and it is a single branch. This company is specialized in the manufacturing of plastic moulds as per customer request and successfully gained 30 years of experience in this journey of a highly technical industry. Having this much experience in this field by the company makes them specialists even in making complex moulds. The company could not get this position and success without their employees. Hence, they should create and provide a safe roof for their employees who are willing to work for the company to achieve their mission and vision.

However, in their record-keeping, there are several accidents that keep occurring at the production site especially due to the weak safety measures of the company. The primary issue in this company is the uncomfortable working environment where all the employees need to work in a high heat environment. This occurs because the company does not have any proper heat absorber in the manufacturing area. One of the employees Alex was affected with heat stroke due to the excess heat being released into the environment, and perspiration ensued when the heart rate rises to pump more blood through the exterior body parts and skin (Canadian Centre for occupational health and safety, 2020). The body is put under more stress because of these changes. To overcome this issue, XYZ management decided to fix fans at the production site. This helps the employees to work in a less heat environment and it's a better decision than nothing. Even though they fix the fans, the best solution will be the heat absorber. The company could not effort that due to the high cost and as it also incurs maintenance costs. XYZ company was fined RM 10,000 due to failing to monitor their employees to wear proper PPE during working at the manufacturing site. Devan is also one of their employees who oversee working in the chemical department. Since he never wears his personal safety suit as per instruction and failed to be monitored by the supervisor, he was affected with a chemical burn and one of his fingers was dysfunctional. This incident really makes the management worried because they lost a quality employee who is an expert in plastic moulding.

So, the company took the initiative to send their supervisor and team leaders for safety training so that from the training, they will get a bigger picture of how to monitor and examine their employees to follow the safety procedure during their work. In addition, the management came out with a tight regulation where any of the employees who fail to wear their whole safety suit and did not follow the safety procedure their monthly incentives will be deducted. From the author's point of view, an effective safety induction must be conducted also by the XYZ management because an employee can get a better understanding of safety awareness and their responsibilities during their job. In addition, the employees will be familiar with how and what they should do and should not do. A safety onboarding session for new hires also is the best practice that can be done by the XYZ management.

According to an internal report, the cleanliness of the XYZ manufacturing site did not meet the requirement as per Department of Standard Malaysia. This is proven with many incidents where at least one slip and fall case occurred in every week. This is due to the slick nature of the resin pellets or beads. When employees walk on the spilt resin pellets or beads it provided them low

traction and this makes them slip and fall (United States department of labor, 2021). The author would recommend XYZ management hire a team for housekeeping. Good housekeeping will assist organizations in creating a safe working environment, which can result in significant benefits such as reduced workplace injuries and increased overall productivity. Cleaning up areas with flammable materials, such as saw dust and paper, and ensuring that all chemicals are securely kept away can help prevent workplace fires. It's also a good idea to double-check that any electrical boxes or wiring have enough clearance and that no combustible things are stored close.

Sometimes it might be very difficult to identify the cause of certain workplace accidents. If the XYZ management fails to identify the root cause, then it will be unable to work towards getting a proper solution. The best solution is to work together with occupational clinicians or hire a team for the clinicians' department. This team will assist the organization to examine the workplace and identifying locations where there is a significant risk of employee injury. This activity assists the organization to focus more on those areas to improve the safeness.

Questions:

1. Why safety on boarding session is important to new hires?
2. Why do organizations fail to reach their health and safety performance targets?
3. What are the employee rights and responsibilities when comes to health and safety at their working place?
4. What is an emergency action plan and what should include in the emergency plan?
5. OSHA offers what kinds of free onsite consultation services?

Internal Evaluation:

Class Test-I	– 15 Marks
Class Test-II	– 15 Marks
Quiz Test	– 10 Marks
Assignment	– 10 Marks
Total:	– 50 Marks

External Evaluation at the University level: 100 Marks

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