Semester V

Export Marketing Paper - I

Modules at a Glance

Sr. No.	Modules	No. of Lectures
1	Introduction to Export Marketing	12
2	Global Framework for Export Marketing	11
3	India's Foreign Trade Policy	11
4	Export Incentives and Assistance	11
	Total	45

Sr. No.	Modules / Units
1	Introduction to Export Marketing
	 a) Concept and features of Export Marketing; Importance of Exports for a Nation and a Firm; Distinction between Domestic Marketing and Export Marketing b) Factors influencing Export Marketing; Risks involved in Export Marketing; Problems of India's Export Sector c) Major merchandise/commodities exports of India (since 2015); Services exports of India (since 2015); Region-wise India's Export Trade (since 2015)
2	Global Framework for Export Marketing
	 a) Trade barriers; Types of Tariff Barriers and Non-Tariff barriers; Distinction between Tariff and Non-Tariff barriers b) Major Economic Groupings of the World; Positive and Negative Impact of Regional Economic Groupings; Agreements of World Trade Organisation (WTO) c) Need for Overseas Market Research; Market Selection Process, Determinants of Foreign Market Selection
3	India's Foreign Trade Policy

	 a) Foreign Trade Policy (FTP) 2015-20 - Highlights and Implications, Export Trade facilitations and ease of doing business as per the new FTP b) Role of Directorate General of Foreign Trade (DGFT), Negative list of Exports, Deemed Exports c) Benefits to Status Holders & Towns of Excellence; Common benefits for EHTP, BTP and STP; Benefits enjoyed by (IIAs) Integrated Industrial Areas(SEZ), EOU, AEZ
4	Export Incentives and Assistance
	 a. Financial Incentives available to Indian Exporters - Marketing Development Assistance (MDA), Market Access Initiative (MAI), Assistance to States for Infrastructure Development for Exports (ASIDE), Industrial Raw Material Assistance Centre(IRMAC), b. Institutional Assistance to Indian Exporters - Federation of Indian Export Organisations (FIEO), India Trade Promotion Organisation (ITPO), The Federation of Indian Chambers of Commerce and Industry (FICCI), Export Promotion Councils (EPCs) & Commodity Boards (CBs), Indian Institute of Foreign Trade (IIFT), Indian Institute of Packaging (IIP) c. Schemes - Export Promotion Capital Goods (EPCG) Scheme, Duty Exemption and Remission Schemes, Export Advance Authorisation Scheme; Duty Drawback (DBK); IGST Refund for Exporters

Marketing Research Paper – I

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Sr. No.	Modules	No. of Lectures	
1	Introduction to Marketing Research	12	
2	Planning Research	11	
3	Data Collection	11	
4	Data Processing, Analysis, Reporting	11	
Total		45	
Sr. No	o. Modules / Units		

1	Introduction to Marketing Research
	 a. Marketing Research- Definition, features, functions, significance of Marketing Research in marketing decision making, limitations of Marketing Research b. Steps in Marketing Research, Ethics in Marketing Research, Career options in Marketing Research, Qualities of a good Marketing Research professional c. Marketing Information System- Definition, components, essentials of a good MIS, Concept of Decision Support System- Components, importance Data Mining- concept, importance
2	Planning Research
	 a. Research Design- concept, importance, types Hypothesis- concept, types, importance b. Questionnaire- concept, types of questions, steps in the preparation of questionnaire, essentials of a good questionnaire c. Sampling- concept, terms in sampling, techniques of sampling, essentials of good sampling
3	Data Collection
	 a. Primary data-concept, merits, demerits, methods b. Secondary data- concept, merits, demerits, sources c. Qualitative and Quantitative research- concept, features, Qualitative v/s Quantitative research Integrating technology in data collection, methods- (online surveys, hand held devices, text messages, social networking), importance
4	Data Processing, Analysis, Reporting
	 a. Stages in Data processing Editing- meaning, objectives, types Coding- meaning, guidelines Classification- meaning, methods Tabulation- meaning, methods b. Data Analysis & Interpretation Data Analysis- meaning, steps, use of statistical tools (SPSS, SAS, MS EXCEL, MINITAB) Data Interpretation- meaning, importance, stages c. Report Writing- concept, types, contents, essentials, use of visual aids in research report

Sr. No.	Modules	No. of Lectures
1	Introduction to Marketing	12
2	Marketing Decisions I	11
3	Marketing Decisions	11
4	Key Marketing Dimensions	11
	Total	45

Modules / Units

Introduction to Marketing

- Marketing, Concept, Features, Importance, Functions, Evolution, Strategic v/s Traditional Marketing
- Marketing Research Concept, Features, Process
 Marketing Information System-Concept, Components
 Data Mining- Concept, Importance
- Consumer Behaviour- Concept, ,Factors influencing Consumer Behaviour Market Segmentation- Concept, Benefits, Bases of market segmentation Customer Relationship Management- Concept , Techniques Market Targeting- Concept, Five patterns of Target market Selection

Marketing Decisions I

- Marketing Mix- Concept,
 - **Product-Product Decision Areas**
 - Product Life Cycle- Concept, Managing stages of PLC
 - Branding- Concept, Components
 - Brand Equity- Concept, Factors influencing Brand Equity
- Packaging- Concept, Essentials of a good package
 Product Positioning- Concept, Strategies of Product Positioning
 Service Positioning- Importance & Challenges
- Pricing- Concept, Objectives, Factors influencing Pricing, Pricing Strategies

Marketing Decisions

- Physical Distribution- Concept, Factors influencing Physical Distribution, Marketing Channels (Traditional & Contemporary Channels)
 Supply Chain Management-Concept, Components of SCM
- Promotion- Concept, Importance, Elements of Promotion mix
 Integrated Marketing Communication (IMC)- Concept, Scope, Importance
- Sales Management- Concept, Components, Emerging trends in selling Personal Selling- Concept, Process of personal selling, Skill Sets required for Effective Selling

Key Marketing Dimensions

- Marketing Ethics: Concept, Unethical practices in marketing, General role of consumer organizations
 - Competitive Strategies for Market Leader, Market Challenger, Market Follower and Market Nicher Marketing Ethics:
- Rural Marketing- Concept, Features of Indian Rural Market, Strategies for Effective Rural Marketing
 - Digital Marketing-Concept, trends in Digital Marketing Green Marketing-concept, importance
- Challenges faced by Marketing Managers in 21st Century
 Careers in Marketing Skill sets required for effective marketing
 Factors contributing to Success of brands in India with suitable examples,
 Reasons for failure of brands in India with suitable examples.

Semester VI Export Marketing Paper II

Sr. No.	Modules	No. of Lectures
1	Product Planning and Pricing Decisions for Export Marketing	12
2	Export Distribution and Promotion	11
3	Export Finance	11
4	Export Procedure and Documentation	11
	Total	45

Sr. No.	Modules / Units
1	Product Planning and Pricing Decisions for Export Marketing
	a) Planning for Export Marketing with regards to Product, Branding, Packaging
	b) Need for Labelling and Marking in Exports, Factors determining Export Price;
	Objectives of Export Pricing c) International Commercial (INCO) Terms; Export Pricing Quotations – Free on
	Board (FOB), Cost Insurance and Freight (CIF) and Cost and Freight (C&F);
	Problems on FOB quotation
2	Export Distribution and Promotion
	a) Factors influencing Distribution Channels; Direct and Indirect Exporting
	Channels; Distinction between Direct and Indirect Exporting Channels
	b) Components of Logistics in Export marketing; Selection criteria of Modes of
	Transport; Need for Insurance in Export Marketing
	c) Sales Promotion Techniques used in Export Marketing; Importance of Trade
	Fairs and Exhibitions; Benefits of Personal Selling; Essentials of Advertising in
	Export Marketing;
3	Export Finance

	a) Methods of Payment In export marketing; Procedure to open Letter of Credit,
	Types and Benefits of Countertrade
	b) Features of Pre-Shipment and Post-shipment finance; Procedure to obtain
	Export Finance; Distinction between Pre-shipment Finance and Post Shipment
	Finance.
	c) Role of Commercial Banks, EXIM Bank, SIDBI in financing exporters; Role of
	ECGC
4	Export Procedure and Documentation
4	Export Procedure and Documentation a. Registration with different authorities; Pre-shipment Procedure involved in
4	·
4	a. Registration with different authorities; Pre-shipment Procedure involved in
4	a. Registration with different authorities; Pre-shipment Procedure involved in Exports; Procedure of Quality Control and Pre-shipment Inspection;
4	 a. Registration with different authorities; Pre-shipment Procedure involved in Exports; Procedure of Quality Control and Pre-shipment Inspection; b. Shipping and Custom Stage Formalities; Role of Clearing & Forwarding Agent; Post-shipment Procedure for Realisation of Export Proceeds; Procedure of Export under Bond and Letter of Undertaking. (LUT)
4	 a. Registration with different authorities; Pre-shipment Procedure involved in Exports; Procedure of Quality Control and Pre-shipment Inspection; b. Shipping and Custom Stage Formalities; Role of Clearing & Forwarding Agent; Post-shipment Procedure for Realisation of Export Proceeds; Procedure of

Marketing Research Paper – II

Sr. No.	Modules	No. of Lectures
1	Applications of Marketing Research-I	12
2	Applications of Marketing Research-II	11
3	Applications of Marketing Research-III	11
4	Managing Marketing Research	11
	Total	45

Sr. No.	Modules / Units	
1	Applications of Marketing Research-I	
	 a. Product Research- concept, areas, steps in new product development Product Testing & Test Marketing- concept, methods b. Brand Research- concept, components of a Brand, importance of brand research Packaging Research- concept, importance c. Price Research- concept, factors influencing pricing, importance of price research, methods of price research 	
2	Applications of Marketing Research-II	
	 a. Physical Distribution research- concept, types of distribution channels, Supply Chain Management- concept, components of supply chain management, importance of physical distribution research b. Promotion Research- concept, elements of promotion, importance of promotion research Advertising Research- concept, scope, pre & post testing methods of advertising effectiveness c. Consumer Research- concept, objectives, methods Motivation Research-concept, importance 	
3	Applications of Marketing Research-III	
	 a. Sales Research- concept, significance, scope/areas b. Rural Marketing Research-concept, features of Indian rural market, sources of data, research tools, do's and don'ts in rural Marketing Research c. Global Marketing Research- concept, factors affecting Global Marketing, need and scope of Global Marketing Research 	
4	Managing Marketing Research	
	 a. Organizing Marketing Research activity- factors involved in organizing Marketing Research activity, methods of organizing Marketing Research activity, In house marketing department,structure, merits, demerits b. Professional Marketing Research agencies- structure, merits, demerits, professional standards c. Prominent Marketing Research agencies- HTA, ORG, IMRB, NCAER, Nielson 	

Commerce-VI Human Resource Management

Sr. No.	Modules	No. of Lectures
01	Human Resource Management	12
02	Human Resource Development	11
03	Human Relations	11
04	Trends In Human Resource Management	11
	Total	45

Sr. No.	Modules / Units	
1	Human Resource Management	
	 Human Resource Management – Concept, Functions, Importance, Traditional v/s Strategic Human Resource Management Human Resource Planning- Concept Steps in Human Resource Planning Job Analysis-Concept, Components, Job design- Concept, Techniques Recruitment- Concept, Sources of Recruitment Selection - Concept , process , Techniques of E,selection, 	
2	Human Resource Development	
	 Human Resource Development- Concept, functions Training- Concept, Process of identifying training and development needs, Methods of Training & Development (Apprenticeship, understudy, job rotation, vestibule training, case study, role playing, sensitivity training, In, basket, management games) Evaluating training effectiveness- Concept, Methods Performance Appraisal- Concept, Benefits, Limitations, Methods Potential Appraisal-Concept, Importance Career Planning- Concept, Importance Succession Planning- Concept, Need Mentoring- Concept, Importance Counseling- Concept, Techniques. 	
3	Human Relations	

- Human Relations- Concept, Significance
 Leadership —Concept, Transactional & Transformational Leadership
 Motivation- Concept, Theories of Motivation, (Maslow's Need Hierarchy
 Theory, Vroom's Expectancy Theory, McGregor's Theory X and Theory Y, Pink's
 Theory of Motivation)
- Employees Morale- Concept, Factors affecting Morale, Measurement of Employees Morale Emotional Quotient and Spiritual Quotient- Concept, Factors affecting EQ & SQ
- Employee Grievance- Causes, Procedure for Grievance redressal Employee welfare measures and Healthy & Safety Measures.

4 Trends In Human Resource Management

- HR in changing environment:
 Competencies- concept, classification
 Learning organizations- Concept, Creating an innovative organization,
 Innovation culture- Concept, Need, Managerial role.
- Trends in Human Resource Management,:
 Employee Engagement- Concept, Types
 Human resource Information System (HRIS) Concept, Importance,
 Changing patterns of employment.
- Challenges in Human Resource Management: Employee Empowerment, Workforce Diversity. Attrition, Downsizing, Employee Absenteeism, Work life Balance, Sexual Harassment at work place, Domestic and International HR Practices, Millennial (Gen Y)Competency Mapping

MCOM Part I (Commerce)

Semester I

Strategic Management

SN	Modules	No. of Lectures
1	Introduction to Strategic Management	15
2	Strategy Formulation, Implementation and Evaluation	15
3	Business, Corporate and Global Strategies	15
4	Emerging Strategic Trends	15
	Total	60

SN	Modules/ Units
1	Introduction to Strategic Management
	 Concept of Strategic Management, Strategic Management Process, Vision, Mission and Goals, Benefits and Risks of Strategic Management. Levels of Strategies: Corporate, Business and Operational Level Strategy Functional Strategies: Human Resource Strategy, Marketing Strategy, Financial Strategy, Operational Strategy Business Environment: Components of Environment- Micro and Macro and Environmental Scanning
2	Strategy Formulation, Implementation and Evaluation
	 Strategic Formulation: Stages and Importance, Formulation of Alternative Strategies: Mergers, Acquisitions, Takeovers, Joint Ventures, Diversification, Turnaround, Divestment and Liquidation. Strategic Analysis and Choice: Issues and Structures, Corporate Portfolio Analysis-SWOT Analysis, BCG Matrix, GE Nine Cell Matrix, Hofer's Matrix, ETOP- Environmental Threat and Opportunity Profile, Strategic Choice- Factors and

Importance. • Strategic Implementation: Steps, Importance and Problems, Resource Allocation-Importance & Challenges • Strategic Evaluation and Control: Importance, Limitations and Techniques Budgetary Control: Advantages, Limitations 3 **Business, Corporate and Global Strategies** • Corporate Restructuring Strategies: Concept, Need and Forms, Corporate Renewal Strategies: Concept, Internal and External factors and Causes. • Strategic Alliance: Concept, Types, Importance, Problems of Indian Strategic Alliances and International Businesses Public Private Participation: Importance, Problems and Governing Strategies of PPP Model. • Information Technology Driven Strategies: Importance, Limitations contribution of IT sector in Indian Business 4 **Emerging Strategic Trends** • Business Process Outsourcing and Knowledge Process Outsourcing in India: Concept and Strategies. Reasons for growing BPO and KPO businesses in India. Reengineering Business Processes- Business Reengineering, Process Reengineering and Operational Reengineering • Disaster Management: Concept, Problems and Consequences of Disasters, Strategies for Managing and Preventing disasters and Cope up Strategies. • Start-up Business Strategies and Make in India Model: Process of business start ups and its Challenges, Growth Prospects and government initiatives in Make in India

Model with reference to National manufacturing, Contribution of Make in India

Policy in overcoming industrial sickness

SN	Modules	No. of Lectures
1	Introduction to Business Ethics	15
2	Indian Ethical Practices and Corporate Governance	15
3	Introduction to Corporate Social Responsibility	15
4	Areas of CSR and CSR Policy	15
	Total	60

SN	Modules/ Units	
1	Introduction to Business Ethics	
	 Business Ethics – Concept, Characteristics, Importance and Need for business ethics. Indian Ethos, Ethics and Values, Work Ethos, Sources of Ethics, Concept of Corporate Ethics, code of Ethics-Guidelines for developing code of ethics, Ethics Management Programme, Ethics Committee. Various approaches to Business Ethics - Theories of Ethics- Friedman's Economic theory, Kant's Deontological theory, Mill & Bentham's Utilitarianism theory Gandhian Approach in Management and Trusteeship, Importance and relevance of trusteeship principle in Modern Business, Gandhi's Doctrine of Satya and Ahimsa, Emergence of new values in Indian Industries after economic reforms of 1991 	
2	Indian Ethical Practices and Corporate Governance	
	 Ethics in Marketing and Advertising, Human Resources Management, Finance and Accounting, Production, Information Technology, Copyrights and Patents Corporate Governance: Concept, Importance, Evolution of Corporate Governance, Principles of Corporate Governance, Regulatory Framework of Corporate Governance in India, SEBI Guidelines and clause 49, Audit Committee, Role of Independent Directors, Protection of Stake Holders, Changing roles of corporate Boards. Elements of Good Corporate Governance, Failure of Corporate Governance and its consequences 	
3	Introduction to Corporate Social Responsibility	
	 Corporate Social Responsibility: Concept, Scope & Relevance and Importance of CSR in Contemporary Society. Corporate philanthropy, Models for Implementation of CSR, Drivers of CSR, 	

	 Prestigious awards for CSR in India. CSR and Indian Corporations- Legal Provisions and Specification on CSR, Future of CSR in India. Role of NGO's and International Agencies in CSR, Integrating CSR into Business
4	Areas of CSR and CSR Policy
	 CSR towards Stakeholders Shareholders, Creditors and Financial Institutions, Government, Consumers, Employees and Workers, Local Community and Society. CSR and environmental concerns. Designing CSR Policy- Factors influencing CSR Policy, Role of HR Professionals in CSR Global Recognitions of CSR- ISO- 14000-SA 8000 – AA 1000 ,ISO 45000, Codes formulated by UN Global Compact – UNDP, Global Reporting Initiative; major codes on CSR. CSR and Sustainable Development CSR through Triple Bottom Line in Business

Semester II Research Methodology for Business

SN	Modules	No. of Lectures
1	Introduction to Research	15
2	Research Process	15
3	Data Processing and Statistical Analysis	15
4	Research Reporting and Modern Practices in Research	15
	Total	60

SN	Modules/ Units
1	Introduction to Research
	• Features and Importance of research in business, Objectives and Types of research- Basic, Applied, Descriptive, Analytical and Empirical Research.
	• Formulation of research problem, Research Design, significance of Review of

	Literature
	 Hypothesis: Formulation, Sources, Importance and Types
	Sampling: Significance, Methods, Factors determining sample size
2	Research Process
	 Stages in Research process Data Collection: Primary data: Observation, Experimentation, Interview, Schedules, Survey, Limitations of Primary data Secondary data: Sources and Limitations, Factors affecting the choice of method of data collection.
	 Questionnaire: Types, Steps in Questionnaire Designing, Essentials of a good questionnaire
3	Data Processing and Statistical Analysis
	 Data Processing: Significance in Research, Stages in Data Processing: Editing, Coding, Classification, Tabulation, Graphic Presentation Statistical Analysis: Tools and Techniques, Measures of Central Tendency, Measures of Dispersion, Correlation Analysis and Regression Analysis. Testing of Hypotheses – Parametric Test-t test, f test, z test Non-Parametric Test -Chi square test, ANOVA, Factor Analysis Interpretation of data: significance and Precautions in data interpretation
4	Research Reporting and Modern Practices in Research
	 Research Report Writing: Importance, Essentials, Structure/ layout, Types References and Citation Methods: APA (American Psychological Association) CMS (Chicago Manual Style) MLA (Modern Language Association) Footnotes and Bibliography Modern Practices: Ethical Norms in Research, Plagiarism, Role of Computers in Research

E-Commerce

SN	Modules	No. of Lectures
1	Introduction to Electronic Commerce –Evolution and Models	15
2	World Wide Web and E-enterprise	15
3	E-marketing and Electronic Payment System	15
4	Legal and Regulatory Environment and Security issues of E-commerce	15
	Total	60

SN	Modules/ Units	
1	Introduction to Electronic Commerce –Evolution and Models	
	 Evolution of E-Commerce-Introduction, History/Evolution of Electronic Commerce, Roadmap of E-Commerce in India, Main activities, Functions and Scope of E-Commerce. Benefits and Challenges of E-Commerce, Reverse logistics, E-Commerce Business Strategies for Marketing, Sales and Promotions. Business Models of E-Commerce- Characteristics of Business to Business(B2B), Business to Consumers (B2C), Business to Government (B2G) Concepts of other models of E-commerce. Business to Consumer E-Commerce process, Business to Business E-Commerce-Need and Importance, alternative models of B2B E-Commerce. 	
	E-Commerce Sales Product Life Cycle (ESLC) Model	
2	World Wide Web and E-enterprise	
	 World Wide Web-Reasons for building own website, Benefits of Website, Registering a Domain Name, Role of web site in B2C E-commerce; push and pull approaches; Web site design principles. EDI and paperless trading; Pros & Cons of EDI; Related new technologies use in E-commerce. Applications of E-commerce and E-enterprise - Applications to Customer Relationship Management- Types of E-CRM, Functional Components of E-CRM. Managing the E-enterprise- Introduction, Managing the E-enterprise, Comparison between Conventional and E-organisation, Organisation of Business in an E-enterprise, Benefits and Limitations of E- enterprise 	

3 **E-marketing and Electronic Payment System** E-Marketing- Scope and Techniques of E-Marketing, Traditional web promotion; Web counters; Web advertisements, Role of Social media. E-Commerce Customer Strategies for Purchasing and support activities, Planning for Electronic Commerce and its initiatives, Justify an Internet business. • Electronic Payment System-Characteristics of E-payment system, SET Protocol for credit card payment, prepaid e-payment service, post-paid E-payment system, Types of payment systems. • Operational, credit and legal risks of E-payment system, Risk management options for E-payment systems, Set standards / principles for E-payment 4 Legal and Regulatory Environment and Security issues of E-commerce • Introduction to Cyber Laws-World Scenario, Cyber-crime& Laws in India and their limitations, Hacking, Web Vandals, E-mail Abuse, Software Piracy and Patents. • Taxation Issues, Protection of Cyber Consumers in India and CPA 1986, Importance of Electronic Records as Evidence. Security Issues in E-Commerce- Risk management approach to Ecommerce Security - Types and sources of threats, Protecting electronic commerce assets and intellectual property. • Security Tools, Client server network security, Electronic signature, Encryption and concepts of public and private key infrastructure