

SEMESTER – II

UABEA20 – Business Environment and Ethics

Year: I Sem: II	Course Code: UABEA20	Title of the Course: Business Environment and Ethics	Course Type: Theory	Course Category: Elective	H/W 5	Credits 5	Marks 100
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Objectives

1. To know about the environment and its impact on business
2. To understand the political environment and role of government in business
3. To understand the economic system, financial system and their implication in business
4. To know the impact of Privatization, Globalization and Liberalization on the business
5. To realize the importance of business ethics and social responsibility as an individual to the society

Course Outcomes (CO)

The learners will be able to

1. Understand the Business environment
2. Be able to inter-relate the political and legal environment in business
3. Relate the importance of economic and financial environment to business
4. Comprehend the vitality of Privatization, Globalization and Liberalization in the business
5. Recognize the importance of business ethics and social responsibility in today's business

CO	PO					
	1	2	3	4	5	6
CO1	L	M	L	M	H	H
CO2	H	H	M	L	L	H
CO3	H	M	L	H	H	H
CO4	H	L	M	M	M	M
CO5	M	H	H	M	L	H

H- High (3), M- Moderate (2), L- Low (1)

CO	PSO					
	1	2	3	4	5	6
CO1	L	M	L	M	H	H
CO2	H	H	M	L	H	M
CO3	M	M	L	H	H	H
CO4	H	L	H	M	M	M
CO5	M	H	H	M	L	H

H- High (3), M- Moderate (2), L- Low (1)

Course Syllabus

UNIT I Introduction (15 Hours)

- 1.1 Business Environment – Definition (K1,K2)
- 1.2 Significance (K1,K2)
- 1.3 Political, Legal environment (K1,K2)
- 1.4 Economic and Social environment (K1,K2)
- 1.5 Cultural environment (K1,K2)
- 1.6 Cultural heritage (K1)

UNIT II Political and legal Environment (15 Hours)

- 2.1 Political environment (K1,K2.K3)
- 2.2 Rights according to Indian constitution (K1,K2.K3)
- 2.3 Economic roles of Government in business (K1,K2.K3)
- 2.4 Legal environment- Classification of companies (K1,K2.K3)
- 2.5 Memorandum of Association- Articles of Association- Prospectus (K1,K2.K3)
- 2.6 Types of shares- Debentures -Winding up of companies. (K1,K2.K3)

UNIT III: Economic System and Financial Environment (15 Hours)

- 3.1 Economic System and their impact of business (K1,K2)
- 3.2 Business Cycle (K1,K2)
- 3.3 Inflation and Deflation - Meaning – Causes - Effects - Control (K1,K2)
- 3.4 Measures to be adopted by business firms to reduce the evil effects of business cycle (K1,K2)
- 3.5 Financial Environment (K1,K2)
- 3.6 Financial system – Commercial Banks. (K1,K2)

UNIT IV: Privatization, Liberalization and Globalization (15 Hours)

- 4.1 Privatization – Meaning (K1,K2)
- 4.2 Ways of privatization – Privatization in India (K1,K2)
- 4.3 Liberalization – Meaning (K1,K2)
- 4.4 Globalization – Meaning (K1,K2)
- 4.5 Merits and demerits of globalization (K1,K2)
- 4.6 Consumer Protection Act

UNIT V: Business ethics (15 Hours)

- 5.1 Business ethics (K1,K2, K3)
- 5.2 Ethics in business and community (K1,K2)
- 5.3 Social responsibility towards customers and community (K1,K2)
- 5.4 Social responsibility towards and community (K1,K2)
- 5.5 Business Giving (K1,K2)
- 5.6 Social Audit (K1,K2)

Text Books

1. Sankaran S, Business Environment, Margham Publications, Chennai, 5th Edition, 2013.
2. Francis Cherunilam, Business Environment: Text and Cases, Himalaya Publishing House Pvt.Ltd., Mumbai, 12th Edition, 2013

Reference Books

1. R. Jayaprakash Reddy, Business Environment, APH Publishing Corporation, New Delhi, 4thEdition, 2004.
2. S.K. Bhatia, Business Ethics and Managerial Value, Deep and Deep Publication, New Delhi, 3rd Edition, 2010

SEMESTER – V**UCBAM20 – Industrial Relations**

Year: III Sem: V	Course Code: UCBAM20	Title of the Course: Industrial Relations	Course Type: Theory	Course Category: Core	H/W 6	Credits 4	Marks 100
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Objectives

1. To understand the concept and the meaning of Industrial Relations and The Payment of Wages Act, 1936
2. To acquire knowledge about The Factories Act, 1947
3. To understand the concept of The Maternity Benefit Act, 1936
4. To understand the concept of The Industrial Dispute Act, 1947
5. To enable the learners absorb the concept of The Employees State Insurance Act, 1948 and The Minimum Wages Act 1948

Course Outcomes (CO)

The learners will be able to

1. Understand the concept & meaning of Industrial Relations and The Payment of Wages Act, 1936
2. Acquire knowledge about The Factories Act, 1947
3. Analyse and understand the concept of The Maternity Benefit Act, 1961
4. Attain knowledge of The Industrial Dispute Act, 1947
5. Be able to absorb the concept of The Employees State Insurance Act, 1948 & The Minimum Wages Act 1948

CO	PO					
	1	2	3	4	5	6
CO1	M	L	L	M	L	M
CO2	L	L	L	M	M	M
CO3	L	M	L	M	L	L
CO4	M	L	L	M	H	L
CO5	M	L	L	M	M	H

H- High (3), M- Moderate (2), L- Low (1)

CO	PSO					
	1	2	3	4	5	6
CO1	M	L	L	M	L	M
CO2	L	H	L	M	M	M
CO3	H	M	L	H	L	H
CO4	M	L	H	M	H	L
CO5	M	HL	L	M	M	H

H- High (3), M- Moderate (2), L- Low (1)

Course Syllabus

UNIT I Introduction

(18 hours)

- 1.1 Introduction to IR – meaning – importance (K1)
- 1.2 Participation and Empowerment – definition – objectives – advantages (K1, K2)
- 1.3 The Payment of Wages Act, 1936 – rules for the payment of wages (K1, K2, K3)
- 1.4 Deduction of wages – enforcement of the Act (K2, K3)
- 1.5 Roles and functions of the inspectors (K2, K3)
- 1.6 Powers of the inspectors (K1, K2, K3)

UNIT II The Factories Act, 1948

(18 hours)

- 2.1 The Factories Act, 1948 – definition – Factory – Manufacturing process – Worker (K1, K2)
- 2.2 Approval, licensing and registration – notice by occupier (K1, K2, K3)
- 2.3 The Inspecting staff (K2, K3)
- 2.4 Health of the worker (K2, K3)
- 2.5 Safety of the worker (K2, K3)
- 2.6 Welfare of the worker – the working hours of adults – employment of adults – employment of young person – holidays and leave – overtime. (K2, K3, K4)

UNIT III The Maternity Benefit Act, 1961 & The Employee State Insurance Act, 1948 (18 hours)

- 3.1 The Maternity Benefit Act, 1961 – definition – child – employer – circumstances and period (K1, K2)
- 3.2 Prohibition of Employment – right to the payment to Maternity Benefit – leave and nursing breaks – appointment of inspectors - penalties and offences (K2, K3, K4)
- 3.3 The Employee State Insurance Act, 1948 – definition – Principal Employer – Insurable Workman (K1, K2)
- 3.4 ESI Corporation – powers and duties of the corporation – the Standing Committee – medical benefit council (K2, K3, K4)
- 3.5 ESI fund – inspectors – contributions – benefits – rules regarding benefits – employee's insurance court – penalties (K2, K3, K4)
- 3.6 Obligations and rights of the employees and employers. (K2, K3)

UNIT IV The Industrial Dispute Act, 1947

(18 hours)

- 4.1 The Industrial Dispute Act, 1947 – scope and objectives (K1, K2)
- 4.2 Features – definition of Industry (K1, K2, K3)
- 4.3 Industrial dispute – industrial establishment of undertaking (K1)
- 4.4 Layoff, lockout (K2, K3)
- 4.5 Retrenchment – strike (K2, K3)
- 4.6 Unfair labour practices. (K2, K3)

UNIT V The Minimum Wages Act, 1948

(18 hours)

- 5.1 The Minimum Wages Act, 1948 – definition – fixation and revision of wages – minimum rates of wages (K1, K2)
- 5.2 Procedure for fixing and revision minimum wages – advisory board – central advisory board (K2, K3)
- 5.3 Safeguard in the payment of minimum wages (K2, K3)
- 5.4 Power of inspectors – claims (K2, K3)
- 5.5 Offences and penalties (K2, K3)
- 5.6 Obligation and rights of the employees (K2, K3, K4)

Text Books

1. Saravanavel & Sumathi, Legal Aspects of Business, Eswar Press, New Delhi, 2nd Edition, 2012
2. S C Srivastava, Industrial Relations and Labour Laws, Vikas Publishing House, New Delhi, 6th Edition, 2017

Reference Books

1. Martand T Telsang, Industrial and Business Management, Sultan Chand & Sons, New Delhi, 3rd Edition, 2014
2. M R Sreenivasan, Industrial Relations and labour Legislations, Margham Publications, Chennai, 6th Edition, 2014