



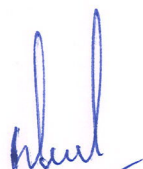
1.3.1 Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum

List of Courses relevant to Cross Cutting Issues

Program Name: MBA

Sr. No.	Course Code	Course Name	Cross cutting issues relevant to
1	GC 02	Organizational Behavior	Professional Ethics, Human Values & Gender Sensitization
2	GC 04	Business Research Methods	Professional Ethics & Human Values
3	GC 11	Strategic Management	Professional Ethics & Human Values
4	GC 15	Indian Ethos & Business Ethics	Professional Ethics & Human Values
5	GE-UL-03	Entrepreneurship Development	Professional Ethics, Human Values & Gender Sensitization
6	GE-UL-04	Essentials of Psychology for Managers	Professional Ethics & Human Values
7	GE-UL-05	Legal Aspects of Business	Professional Ethics & Human Values
8	GE-UL-21	Cyber Laws	Professional Ethics & Human Values
9	GE-UL-22	Corporate Social Responsibility & Sustainability	Professional Ethics, Human Values & Environment and Sustainability
10	SC-FIN-05	Financial Law	Professional Ethics & Human Values
11	217 HRM	Labor Welfare	Professional Ethics & Human Values




Dr. Daniel Penkar
Director, SIOM



Program	MBA
Course Name	Organizational Behavior
Course Code	GC 02

Course Content

1. Fundamentals of OB

Evolution of management thought , five functions of management, Definition, scope and importance of OB, Relationship between OB and the individual, Evolution of OB, Models of OB (Autocratic, Custodial, Supportive, Collegial & SOBC), Limitations of OB. Values, Attitudes and Emotions: Introduction, Values, Attitudes, Definition and Concept of Emotions, Emotional Intelligence - Fundamentals of Emotional Intelligence, The Emotional Competence Framework, Benefits of Emotional Intelligence , difference between EQ and IQ. Personality & Attitude: Definition Personality, importance of personality in Performance, The Myers-Briggs Type Indicator and The Big Five personality model, Johari Window, Transaction Analysis, Definition Attitude Importance of attitude in an organization, Right Attitude, Components of attitude, Relationship between behavior and attitude.

2. Perception

Meaning and concept of perception, Factors influencing perception, Selective perception, Attribution theory, Perceptual process, Social perception (stereotyping and halo effect). Motivation: Definition & Concept of Motive & Motivation, The Content Theories of Motivation (Maslow's Need Hierarchy & Herzberg's Two Factor Model Theory), The Process Theories (Vroom's expectancy Theory & Porter Lawler model), Contemporary Theories- Equity Theory of Work Motivation.

3. Group and Team Dynamics

The Meaning of Group & Group behavior & Group Dynamics, Types of Groups, The Five -Stage Model of Group Development Team Effectiveness & Team Building. Leadership: Introduction, Managers V/s Leaders. Overview of Leadership- Traits and Types, Theories of Leadership. - Trait and Behavioral Theories.

4. Conflict Management

Definition and Meaning, Sources of Conflict, Types of Conflict, Conflict Management Approaches. Organizational Culture: Meaning and Nature of Organization Culture - Origin of Organization Culture, Functions of Organization Culture, Types of Culture, Creating and Maintaining Organization Culture, Managing Cultural Diversity.

5. Stress at workplace

Work Stressors – Prevention and Management of stress – Balancing work and Life, workplace spirituality. Organizational Change: Meaning, definition & Nature of Organizational Change, Types of Organizational change, Forces that acts as stimulants to change. Kurt Lewin's- Three step model, how to overcome the Resistance to Change, Methods of Implementing Organizational Change, Developing a Learning Organization.





Program	MBA
Course Name	Business Research Methods
Course Code	GC 04

Course Content

1. Foundations of Research

Definition of Research, Need of business research, Characteristics of scientific research method, Typical Research applications in business and management. Questions in Research: Formulation of Research Problem – Management Question – Research Question – Investigation Question. The process of business research: Literature review - Concepts and theories - Research questions - Sampling - Data collection - Data analysis - Writing up - The iterative nature of business research process, Elements of a Research Proposal. Practical considerations: Values – researcher & organization. Ethical principles - Harm to participants, Lack of informed consent, Invasion of privacy, Deception, Reciprocity and trust, Affiliation and conflicts of interest. Legal considerations - Data management, Copyright.

2. Research Design

Concept, Features of a robust research design. Exploratory, Descriptive, Quasi Experimental, Experimental research designs, Concept of Cause and Effect, Difference between Correlation and causation. Types of Variables – Independent, Dependent, concomitant, mediating, moderating, extraneous variables, Basic knowledge of Treatment & Control group, Case study design. Cross-sectional and Longitudinal designs, Qualitative and Quantitative research approaches, Pros and Cons of various designs, choice of a research design. Hypothesis: Definition, research Hypothesis, Statistical hypothesis, Null hypothesis, Alternative Hypothesis, Directional Hypothesis, Non-directional hypothesis. Qualities of a good Hypothesis, Framing Null Hypothesis & Alternative Hypothesis. Concept of Hypothesis Testing - Logic & Importance.

3. Data & Measurement

Meaning of data, Need for data. Secondary Data: Definition, Sources, Characteristics, Advantages and disadvantages over primary data, Quality of secondary data - Sufficiency, adequacy, reliability and consistency. Primary Data: Definition, Advantages and disadvantages over secondary data. Measurement: Concept of measurement, what is measured? Problems in measurement in management research - Validity and Reliability, Levels of measurement - Nominal, Ordinal, Interval, Ratio. Attitude Scaling Techniques: Concept of Scale – Rating Scales viz. Likert Scales, Semantic Differential Scales, Constant Sum Scales, Graphic Rating Scales – Ranking Scales – Paired Comparison & Forced Ranking - Concept and Application. Questionnaire: Questionnaire Construction - Personal Interviews, Telephonic survey Interviewing, Online questionnaire tools.

4. Sampling

Basic Concepts: Defining the Universe, Concepts of Statistical Population, Sample, Characteristics of a good sample. Sampling Frame, determining the sample frame, Sampling errors, Non Sampling errors, Methods to reduce the errors, Sample Size constraints, Non Response. Probability Sample: Simple Random Sample, Systematic Sample, Stratified Random Sample, Area Sampling & Cluster Sampling. Non Probability Sample: Judgment Sampling, Convenience Sampling, Purposive Sampling, Quota Sampling & Snowballing Sampling methods. Determining size of the sample:





Sinhgad Technical Education Society's
SINHGAD INSTITUTE OF MANAGEMENT
(Affiliated to Savitribai Phule Pune University, Approved by AICTE
& Accredited by NAAC)
S. No. 44/1, Vadgaon (Bk.), Off Sinhgad Road, Pune 411 041
Telefax: (020) 24356592 E-mail: director_siom@sinhgad.edu Website: www.sinhgad.edu

Practical considerations in sampling and sample size, (sample size determination formulae and numerical not expected)

5. Data Analysis & Report Writing

Data Analysis: Cleaning of Data, Editing, Coding, Tabular representation of data, frequency tables, Univariate analysis - Interpretation of Mean, Median Mode; Standard deviation, Coefficient of Variation. Graphical Representation of Data: Appropriate Usage of Bar charts, Pie charts, Line charts, Histograms. Bivariate Analysis: Cross tabulations, Bivariate Correlation Analysis - meaning & types of correlation, Karl Person's coefficient of correlation and spearman's rank correlation. Chi-square test including testing hypothesis of association, association of attributes. Linear Regression Analysis: Meaning of regression, Purpose and use, Linear regression; Interpretation of regression co-efficient, Applications in business scenarios. Test of Significance: Small sample tests: t (Mean, proportion) and F tests, Z test. Non-parametric tests: Binomial test of proportion, Randomness test. Analysis of Variance: One way and two-way Classifications. Research Reports: Structure of Research report, Report writing and Presentation.





Program	MBA
Course Name	Strategic Management
Course Code	GC 11

Course Content

1. Understanding Strategy

Concept of strategy, Levels of Strategy - Corporate, Business and Functional. Strategic Management - Meaning and Characteristics. Distinction between strategy and tactics, Strategic Management Process, Stakeholders in business, Roles of stakeholder in strategic management. Strategic Intent – Meaning, Hierarchy, Attributes, Concept of Vision & Mission - Process of envisioning, Difference between vision & mission. Characteristics of good mission statements. Business definition using Abell's three dimensions. Objectives and goals, Linking objectives to mission & vision. Critical success factors (CSF), Key Performance Indicators (KPI), Key Result Areas (KRA). Components of a strategic plan, Analyzing Company's External Environment: Environmental appraisal, Scenario planning – Preparing an Environmental Threat and Opportunity Profile (ETOP). Analyzing Industry Environment: Industry Analysis - Porter's Five Forces Model of competition, Entry & Exit Barriers.

2. Analyzing Company's Internal Environment

Resource based view of a firm. Analyzing Company's Resources and Competitive Position - meaning, types & sources of competitive advantage, competitive parity & competitive disadvantage. VRIO Framework, Core Competence, characteristics of core competencies, Distinctive competitiveness. Benchmarking as a method of comparative analysis. Value Chain Analysis Using Porter's Model: primary & secondary activities. Organizational Capability Profile: Strategic Advantage Profile, Concepts of stretch, leverage & fit, ways of resource leveraging – concentrating, accumulating, complementing, conserving, recovering. Portfolio Analysis: Business Portfolio Analysis – BCG Matrix – GE 9 Cell Model.

3. Generic Competitive Strategies

Meaning of generic competitive strategies, Low cost, Differentiation, Focus – when to use which strategy. Grand Strategies: Stability, Growth (Diversification Strategies, Vertical Integration Strategies, Mergers, Acquisition & Takeover Strategies, Strategic Alliances & Collaborative Partnerships), Retrenchment – Turnaround, Divestment, Liquidation, Outsourcing Strategies.

4. Strategy Implementation

Barriers to implementation of strategy, Mintzberg's 5 Ps – Deliberate & Emergent Strategies. Mc Kinsey's 7s Framework. Organization Structures for Strategy Implementation: entrepreneurial, functional, divisional, SBU, Matrix, Network structures, Cellular/ Modular organization, matching structure to strategy, organizational design for stable Vs. turbulent environment, Business Continuity Planning. Changing Structures & Processes: Reengineering & strategy implementation – Principles of Reengineering. Corporate Culture: Building Learning organizations, promoting participation through technique of Management by Objectives (MBO). Strategy Evaluation: Operations Control and Strategic Control - Symptoms of malfunctioning of strategy – Concept of Balanced scorecard for strategy evaluation.





5. Blue Ocean Strategy

Difference between blue & red ocean strategies, principles of blue ocean strategy, Strategy Canvass & Value Curves, Four Action framework. Business Models: Meaning & components of business models, new business models for Internet Economy– E-Commerce Business Models and Strategies – Internet Strategies for Traditional Business –Virtual Value Chain. Sustainability & Strategic Management: Startups - growth and reasons for decline. Threats to sustainability, Integrating Social & environmental sustainability issues in strategic management, meaning of triple bottom line, people-planet-profits.





Program	MBA
Course Name	Indian Ethos & Business Ethics
Course Code	GC 15

Course Content

1. Indian Ethos and Values

Its relevance at Workplace: Indian Ethos- Meaning, Features, Need, Evolution, Relevance, Principles Practiced by Indian Companies, Requisites, Elements, Role of Indian Ethos in Managerial Practices, Triguna Theory-OSHA Model. Work Ethos meaning, dimensions of Work Ethos. Values - Concepts, Values in business, Value system in work culture, and Values of Indian Managers, Relevance of Value Based Management in Global Change; Impact of values on Stakeholders; Trans-Cultural Human Values, Ethics v/s Ethos, Eastern Management v/s Western Management.

2. Indian Model of Management

Concept of Indian Model of Management in the Indian socio-political environment, Laws of Karma and its relevance in business settings, Indian Heritage in Business-Management. Production and Consumption: Management lessons from Indian heritage scriptures (like Mahabharata & Ramayana), Leadership Pointers from Kautilya's Arthashastra, VEDA Model of Leadership, Corporate Rishi Model, Theory K, WE theory (West East Theory).

3. Business Ethics as Applied ethics

Meaning, Characteristics of Business Ethics, Importance of Business Ethics (Long Term growth, Cost reduction, Risk mitigation, Limited resources, etc.) Types of Business Ethics (Transactional Ethics, Participatory Ethics, Recognition Ethics), Factors influencing business ethics. Categories of Ethics (Personal, Professional, Managerial) Business Code of Conduct), Approaches to Business Ethics: Consequentialist & Non- Consequentialist Theories of Ethics - Deontological Theory & Teleological Theory, Kohlberg Six stage moral development.

4. Ethical decision making in business matrix

Framework of Ethical decision making, Ethical dilemmas in different functional areas of Business (Finance, Marketing HRM and International Business), Intellectual Property Rights and Business Ethics, Ethical challenges for Managers, Ethical Decision Making process, it's Model -STEP Model, PLUS Filter Model.

5. Applications of Ethical Principles to Contemporary, Moral and Ethical problems / issues related to Business

Contemporary cases on Corporate Strategy and Climate Change, Corporate Strategy and Natural resource depletion, Corporate Social Responsibility, transparency and accountability, Social Media and E-Platforms. Current ethical issues like Bank scams, Airlines etc.





Program	MBA
Course Name	Entrepreneurship Development
Course Code	GE-UL-03

Course Content

1. Entrepreneurship

Concept of Entrepreneur. Intrapreneur, Entrepreneurship and Manager. Difference between Entrepreneur and Intrapreneur, Entrepreneur and Entrepreneurship. Attributes and Characteristics of successful entrepreneurs. Functions of an Entrepreneur, Classification of Entrepreneurs. Role of Entrepreneur in Indian Economy, Developing entrepreneurial culture, Factors influencing Entrepreneurship Growth - Economic, Non-Economic Factors, For profit or Not for profit entrepreneurs, Constraints for the Growth of Entrepreneurial Culture, Entrepreneurship as a career, Entrepreneurship as a style of management, Emerging Models of Corporate Entrepreneurship, India's start up revolution-Trends, Imperatives, benefits; the players involved in the ecosystem, Business Incubators-Rural entrepreneurship, social entrepreneurship, women entrepreneurs, Cases of Tata, Birlas, Kirloskar and new generation entrepreneurs in India.

2. Theories of entrepreneurship

Innovation Theory by Schumpeter & Imitating, Theory of High Achievement by McClelland, X-Efficiency Theory by Leibenstein, Theory of Profit by Knight, Theory of Social change by Everett Hagen.

3. Entrepreneurship development

Entrepreneurial Competencies, Developing Competencies. Concept of entrepreneurship development, Entrepreneur Training and developing, Role of Entrepreneur Development Programs (EDP), Role of DIC, SISI, EDII, NIESBUD, NEDB, EDP - Objectives – contents – methods - execution. Role of Mentors. Innovation and Entrepreneurship, Design Thinking Process. Role of consultancy organizations in promoting Entrepreneurs, Problems and difficulties of Entrepreneurs - Marketing Finance, Human Resource, Production; Research - external problems, Mobility of Entrepreneurs, Entrepreneurial change, occupational mobility - factors in mobility.

4. Role of Central Government and State Government in promoting Entrepreneurship

Introduction to various incentives, subsidies and grants, Export Oriented Units, Fiscal and Tax concessions available, Women Entrepreneurs - Role, Problems and Prospects, Reasons for low women Entrepreneurs, Assistance Programme for Small Scale Units – Institutional Framework – Role of SSI Sector in the Economy – SSI Units – Failure, Causes and Preventive Measures – Turnaround Strategies. Future of Entrepreneurship Development and Government, Start Up India, Make in India.

5. Enterprise Promotion: Creating Entrepreneurial Venture, Entrepreneurship Development Cycle, Business Planning Process, The business plan as an entrepreneurial tool, Elements of Business Plan, Objectives, Market Analysis, Development of product / idea - Resources, Capabilities, and strategies, identifying attributes of strategic resources, Opportunity Analysis, innovator or imitator, SWOT analysis, Internal and External Environment Analysis, Industry Analysis, Embryonic Companies and Spin offs, Porter's five forces model, Identifying the right Business Model Canvas, Seven Domains





Sinhgad Technical Education Society's
SINHGAD INSTITUTE OF MANAGEMENT
(Affiliated to Savitribai Phule Pune University, Approved by AICTE
& Accredited by NAAC)

S. No. 44/1, Vadgaon (Bk.), Off Sinhgad Road, Pune 411 041
Telefax: (020) 24356592 E-mail: director_siom@sinhgad.edu Website: www.sinhgad.edu

of John Mullins, Opportunities in Emerging/Transition/Decline industries, Opportunities at the bottom of the pyramid, Opportunities in social sector, Opportunities arising out of digitization, Marketing, Finance, Organization & Management, Ownership - Franchising, networking and alliances, Buying an existing business, Critical risk contingencies of the proposal, Scheduling and milestones.



Program	MBA
Course Name	Essentials of Psychology for Managers
Course Code	GE-UL-04

Course Content

1. Basic Concepts

Introduction to Psychology, Definitions of Psychology, Goals of Psychology, History of Psychology, Modern Psychology, Psychology: Its Grand Issues and Key Perspectives, Psychology - Trends for the New Millennium. Biological Bases of Behavior: Neurons - Building Blocks of the Nervous System, The Nervous System - its Basic Structure and Functions, The Brain and Consciousness – states of consciousness, dreams, hallucinations, The Brain and Human Behavior, Heredity and Behavior - Genetics and Evolutionary Psychology.

2. Sensation and Perception

Sensing and perceiving, Sensory Thresholds, Sensory Adaptation, The Senses - Hearing, Vision, Perceptual Processes, Information Processing – Bottom Up Processing, Top Down processing, Bottom Up and Top Down (together) processing, Culture, Experience & Perception, Perceptual Constancy, Perceptual Expectations, Perceptual illusions, Gestalt Theory, Perceptual Development and Learning.

3. Learning and Conditioning

A Definition of Learning, Classical Conditioning, Instrumental Conditioning, Classical and Instrumental Conditioning Compared: Biofeedback and Reinforcement, Verbal Learning, Basic Conditioning and Learning Phenomena, Reinforcement, Schedules of reinforcement, role of reinforcement in developing subordinate Social Behavior, Transfer of Training, learning by Observing Models, Biological Limits.

4. Memory

Learning and Memory as Intertwined Processes, Kinds of Information Stored in Memory, Measures of Retention, The Three Components of Memory – Encoding, Storage, Retrieval, Interference Theory, Decay Theory, Information Processing I: Separate-Store Models, Information Processing II: Levels of Processing, Issues in Memory.

5. Cognition

Thinking - Mental Imagery, Problem Solving, Decision Making. Concept Formation, Language development. Relationship between language and thinking. Emotion: Definition of Emotion, the Physiology of Emotion, Emotional Expression - Verbal & Non Verbal, Labelling Emotions, Theories of Emotion – Common sense theory of emotion, James Lang theory of emotion, Cannon Bard Theory of Emotion, Cognitive Arousal Theory of Emotion.



Program	MBA
Course Name	Legal Aspects of Business
Course Code	GE-UL-05

Course Content

1. The Contract Act, 1872

Essential Elements of Valid Contract, Essential elements of Valid Contracts, Contracts of Indemnity & Guarantee, Contingent Contract, Quasi Contract, Discharge of contract, Breach of Contract-Meaning & remedies, Agency - Creation of Agency – Agent and Principal (Relationship/rights), Types of agency.

2. Sale of Goods Act, 1930

Contract of sale of goods, Conditions & warranties, Transfer of property or ownership, Performance of the Contract of Sale, Rights of unpaid seller, Sale by Auction.

3. The Negotiable Instrument Act, 1881

Negotiable Instruments – Meaning, Characteristics, Types. Parties, Holder and holder in due course, Negotiation and Types of Endorsements, Dishonor of Negotiable Instrument – Noting and Protest.

4. The Companies (Amendment) Act, 2015

Company – Definition, Meaning, Features and Types, One Person Company, Incorporation of Company – Memorandum of Association (MOA), Articles of Association (AOA), Share capital & Debentures, Acceptance of deposits, Appointment of director including woman Director.

5. The Consumer Protection Act, 1986

Unfair & Restrictive Trade Practices, Dispute Redressal Forums – District, State & National Forum, Composition, Jurisdiction, Powers, Appellate Authority. Information Technology Act, 2000, Digital Signature, Electronic Governance, Electronic Records E – Contracts, E – Business models, E – Commerce & Security, Cyber Crimes. Intellectual Property Laws – Understanding of concepts of patents, copyrights, trademarks and designs.





Program	MBA
Course Name	Cyber Laws
Course Code	GE-UL-21

Course Content

1. Information Technology Act

Evolution of the IT Act, Genesis and Necessity, Salient features of the IT Act, 2000; various authorities under IT Act and their powers; Penalties & Offences, amendments, Cyber Space Jurisdiction, Jurisdiction issues under IT Act, 2000.

2. E-commerce and Laws in India

Digital/ Electronic Signature in Indian Laws, E-Commerce; Issues and provisions in Indian Law, E-Governance; concept and practicality in India, E-Taxation issues in Cyberspace, E-Contracts and its validity in India, Cyber Tribunal & Appellate Tribunal, Cyber Regulations.

3. Intellectual Property Rights

Domain Names and Trademark Disputes, Concept of Trademark/ in Internet Era, Cybersquatting, Reverse Hijacking, Jurisdiction in Trademark Disputes, Copyright in the Digital Medium, Copyright in Computer Programmes, Copyright and WIPO Treaties, Concept of Patent Right, Relevant Provisions of Patent Act 1970.

4. Personal Data Security

Sensitive Personal Data or Information (SPDI) in Cyber Law, SPDI Definition and Reasonable Security Practices in India, Reasonable Security Practices – International perspective, Cloud Computing & Law. (5+1)

5. Cyber Law

International Perspective, EDI: Concept and legal Issues, UNCITRAL Model Law, Electronic Signature Laws of Major Countries, Cryptography Laws, Cyber Laws of Major Countries, EU Convention on Cyber Crime.





Program	MBA
Course Name	Corporate Social Responsibility & Sustainability
Course Code	GE-UL-22

Course Content

1. Corporate Social Responsibility

Fundamental Concepts, Nature and Significance of CSR. Principles of CSR: Accountability-Transparency-Sustainability. Concept of Charity, Corporate Philanthropy, Difference between Charity and Philanthropy, CSR as a key to business success. CSR as a Marketing and Branding tool for the businesses, Strategic advantage of CSR, Corporate Citizenship, and Sustainable Business. Other main aspects: CSR and Corporate Governance, Environmental Aspects of CSR. Evolution and Implementation of CSR in India. Best Global Practices of CSR, OECD principles and CSR. CSR Projects: Conducting CSR activity by involving students at Institute level.

2. CSR Legislations in India

Section 135 of Companies Act 2013. Scope of CSR, Activities under schedule VII, Leadership and CSR. Identifying the key Stakeholders of CSR, CSR & Triple Bottom Line- 3 aspects (Economic, Social, and Environmental). Role of Public sector, Non Profit Organizations and Local self-Governments in implementation of CSR projects. Contemporary issues and hurdles in CSR. Current Trends and Opportunities in CSR, including a Strategic Business tool for sustainable Development. CSR and Business Ethics, Effect of Globalization on CSR, CSR Funds- Criteria & Policies with legal framework. Case studies: Major CSR Initiatives. Project Work: Interview of CSR head of any Organization.

3. Introduction to Sustainability & Sustainable Development

Definition & Concept of Sustainability & Sustainable development, need, importance, education, Philosophical development, Gandhian Thought on Sustainable Development, Sustainable Development and social framework, equitable distribution, difference between sustainable development and green development, criticism, 17-Point charter under United Nations agenda for Global Peace and Sustainable Development – 2030. Sustainability report. Stakeholder Impact: Stakeholders and the power they wield, reducing socio- environmental costs and risks: managing the downside, driving revenues and creating intangible value: managing the upside. Case Study – Bhutan Case for Inclusive Growth on Environment protection and Reducing carbon footprints, IKEA Company & Sustainability.

4. Dimensions of Sustainable Development:

(a) Environmental: Natural Resources & Resource Depletion, Management of human energy consumption, Solid waste generation & waste management, Global Greenhouse emission, Air & Water Pollution and Climate Change, Ozone Hole NASA report. Understanding ecological "footprint": Eco-tracking, carbon marketing, carbon credits, economics of sustainability, Designing for the environment and 'greening' the supply chain, regulation. (b) Economic: Achieving economic growth with minimal Environmental degradation, Nature as an economic externality, economic opportunity, introduction & implementation of inclusive growth models for rural development, Sustainable livelihoods for tribal communities. (c) Social: Peace, Security, Social equity & justice, Sustainability and poverty, Human relationship with nature, Human-Nature conflicts, human





Sinhgad Technical Education Society's
SINHGAD INSTITUTE OF MANAGEMENT
(Affiliated to Savitribai Phule Pune University, Approved by AICTE
& Accredited by NAAC)

S. No. 44/1, Vadgaon (Bk.), Off Sinhgad Road, Pune 411 041
Telefax: (020) 24356592 E-mail: director_siom@sinhgad.edu Website: www.sinhgad.edu

settlements. Role of Stakeholders: Stakeholder's Engagement, Study of business models for sustainable development: Indian & Global perspectives Role of Volunteers: Role of NGO's, Industries & citizens' participation in sustainable development Project: Prepare a report on how the countries like Sweden, Denmark etc. are achieving the UN sustainable development goals by performing well in Social & economic issues

5. Sustainable Development & Business Ethics

Sustainability reporting: Triple bottom line reports - The content of sustainability reports (also CSR reports, ESG reports, social and environmental reports) Social accountability standard - ISO 26000: Social responsibility guidance standard, Global Compact Principles, Environmental Impact Assessment, Life Cycle Analysis, Social Impact Assessment. Indian Values and Ethics: Respect for Elders, Hierarchy and Status, Need for Security, Non – Violence, Cooperation, Simple Living high Thinking, Rights and Duties, Ethics in Work life, Holistic relationship between Man and Nature, Attitudes and Beliefs. Project: Student to study the Covid-19/ any other current crisis, do a desk research and submit the report.





Program	MBA
Course Name	Financial Law
Course Code	SC-FIN-05

Course Content

1. Securitization and Reconstruction of Financial Assets and Enforcement of Security Interest (SARFAESI) Act, 2002

Meaning & Definition of Securitization & Reconstruction, Formation of SARFAESI Act, 2002, SARFAESI Act 2002 - Need for the new law, Objectives, Scheme of the Act, Salient features, Incorporation & Registration of Special Purpose Companies, Funding of Securitization, Assets Reconstruction, Enforcing Security Interest, Establishment of a Central Registry, Offences & Penalties, Boiler-plate Provisions Applicability, Exempted transactions, SARFAESI Process and Documentation.

2. Corporate Debt Restructuring and Strategic Debt restructuring: Meaning, Definition and Importance. CDR and GDR

difference, mechanism, Scheme, Debt Restructuring Process, Benefits, Corporate Financial Distress, Restructuring, and Bankruptcy. Scheme for Sustainable Structuring of Stressed Assets (S4A Scheme

3. India Laws and Regulations Governing International Business Transactions

FERA/FEMA, Taxation of foreign income; Foreign investment; Setting up offices and branches abroad.

4. The Actuaries Act

Definition, Need, Importance, Objectives, Incorporation of Institute of Actuaries of India, Composition of council of institute, Functions of Council, Registration of Members, Appointment and Prosecution of Director, Constitution of Appellate authority, Appeal to authority, Penalty, Companies not to engage in actuarial practice, Quality Review Board: Establishment, functions, procedure, terms and conditions of chairperson and members of board.

5. Insolvency & Bankruptcy code

Introduction, Concept of Insolvency and bankruptcy, Distinctive Features and Evaluation of the Code, Insolvency Resolution & liquidation process for corporate, Voluntary Liquidation of Corporate Person, Insolvency Resolution & Bankruptcy for Individuals & Partnership Firms, Adjudicating Authority under the Code, and Liability of Guarantors during the Corporate Insolvency Resolution Process.





Program	MBA
Course Name	Labor Welfare
Course Code	217 HRM

Course Content

1. Introduction - Evolution of Labor Welfare

Origin and evolution of Labor Welfare-objectives of Labor Welfare need and importance of L.W, Classification of Labor Welfare, Work agencies of Labor Welfare, Scope of Labor Welfare, Concepts, philosophy and principles of labor welfare, Plans and labor policy in India and Labor Welfare in India.

2. Labor Legislations in India

Statutory Welfare Amenities – as per Factories Act, 1948, Plantation Act, 1951, Motor Act 1952, Motor Transport Act. Non-statutory welfare Agencies – Role of Trade Unions, NGOs and Local-self Govt., National Commission on Labor and Labor Welfare, Labor Laws of the Elimination of Child Labor.

3. Agencies of Labor welfare

Agencies of Labor welfare in India (Central Govt., State Govt., Employers & Trade Unions), Labor Welfare Officer: Role, Qualifications, Functions, Duties, Labor Administration in India.


4. Industrial Hygiene & Occupational Health

Working condition and benefits, Working conditions in the factory safety and accident prevention, Health and hygiene, Canteen organization and management, Organization of credit and consumer co-operative societies-recreational and educational actives-worker's education in India, Functions of Labor welfare officers India.

5. Problems of Indian labor

Problems of Women Labor, Problems of Unorganized labor, Problems of Workers education.

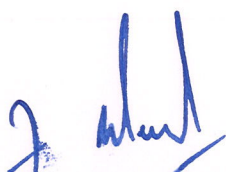



Dr. Daniel Penkar
Director, SIOM

List of Courses relevant to Cross Cutting Issues

Program Name: MCA

Sr. No.	Course Code	Course Name	Cross cutting issues relevant to
1	IC	Indian Constitution	Professional Ethics & Human Values
2	SS11	Soft Skills - I	Professional Ethics & Human Values
3	SS21	Soft Skills - II	Professional Ethics & Human Values
4	SS31	Soft Skills - III	Professional Ethics & Human Values
5	CS	Cyber Security	Professional Ethics & Human Values
6	HR1	Human Values - I	Professional Ethics & Human Values
7	HR2	Human Values - II	Professional Ethics & Human Values
8	HR3	Human Values - III	Professional Ethics & Human Values
9	BM41	PPM & OB	Professional Ethics, Human Values & Gender Sensitization



Dr. Chandrani Singh
HOD SIOM-MCA




Dr. Daniel Penkar
Director, SIOM



सावित्रीबाई फुले पुणे विद्यापीठ

SAVITRIBAI PHULE PUNE UNIVERSITY
॥ व. त्रिगलन् स पण्डितः ॥

Contact
Sitemap
A-Z List

Home About the University Academics Research Administration BOD Students Corner Useful Links E-Learning Feedback Contact

- Admissions
- Examination
- Finance & Accounts
- Administration
- Research
- Syllabi
- Scholarships
- Sports Section
- Certificate Section
- Library
- SET Examination
- Academic Calendar
- Seminar & Conferences
- Tenders
- Circulars
- Job Openings
- Vidyavani
- NSS
- International Centre
- Students Development

Search ENHANCED BY Google

Introduction to Constitution

LECTURE SERIES ON INTRODUCTION TO CONSTITUTION.

All PG Compulsory Paper Introduction to Constitution.

1. PREAMBLE Content.
2. FUNDAMENTAL RIGHTS Content.
3. DPSP Content.
4. Fundamental Duties Content.
5. CONSTITUTION DAY LECTURE BROCHURE.

Introduction to Constitution Lectures.

1. About Introduction to Constitution Programme.
2. History of the Indian Constitution.
3. Constitution and Constitutionalism.
4. Preamble to the Indian Constitution.
5. Philosophy of the Fundamental Rights.
6. Article 14 of the Indian Constitution.
7. Article 19 of the Indian Constitution.
8. Article 21 of the Indian Constitution.
9. Article 32 of the Indian Constitution.
10. An Introduction to Directive Principles of State Policy.
11. Directive Principles of State Policy.
12. Fundamental Duties in the Indian Constitution.

Syllabus is published on Savitribai Phule Pune University website.





1. Fundamental duties:

- To abide by the Constitution and respect its ideals and institutions, the National Flag and the National Anthem.
- To cherish and follow the noble ideals which inspired our national struggle for freedom.
- To uphold and protect the sovereignty, unity and integrity of India.
- To defend the country and render national service when called upon to do so.
- To promote harmony and the spirit of common brotherhood amongst all the people of India transcending religious, linguistic and regional or sectional diversities.
- To renounce practices derogatory to the dignity of women.
- To value and preserve the rich heritage of our composite culture.
- To protect and improve the natural environment including forests, lakes, rivers and wild life, and to have compassion for living creatures.
- To develop the scientific temper, humanism and the spirit of inquiry and reform.
- To safeguard public property and to abjure violence.
- To strive towards excellence in all spheres of individual and collective activity so that the nation constantly rises to higher levels of endeavor and achievement.
- Who is a parent or guardian to provide opportunities for education to his child or, as the case may be, ward between the age of six and fourteen years.

For further understanding please refer to the following sources:

<https://doj.gov.in/sites/default/files/Constitution%20Day.pdf>

➤ <http://kelsa.gov.in/downloads/E1.pdf>

➤ https://nios.ac.in/media/documents/SrSec338New/338_Introduction_To_Law_Eng/338_I

➤ <http://egyankosh.ac.in/bitstream/123456789/57885/1/Unit6.pdf>

➤ <https://indianexpress.com/article/explained/explained-what-fundamental-duties-mean6145712>

➤ [https://amity.edu/UserFiles/aibs/3212Article-VII%20\(Page%2049-57\).pdf](https://amity.edu/UserFiles/aibs/3212Article-VII%20(Page%2049-57).pdf)

➤ <http://www.universityofcalicut.info/SDE/Question%20bank.pdf>

➤ <http://www.legalserviceindia.com/legal/article-132-fundamental-duties.html>

➤ <https://blog.ipleaders.in/fundamental-duties-2/>

➤ https://youtu.be/o2r_y9LAgpo

➤ <https://www.youtube.com/watch?v=NL8NGyVRVfw>





Program	MCA
Course Name	Soft Skills - I
Course Code	SS11

Course Content

1. Self-Development & Assessment

- Concept of Soft Skills
Hard Skills, Soft Skills
- Self-Management
 1. Perceptions & Attitudes
 2. Identifying one's strengths & weaknesses
 3. Values & belief system
 4. Career Planning & Goal setting
 5. Self Esteem, Self-discipline, self-evaluation, self-Criticism
 6. Building self confidence

2. Basic Skills

- **Reading**
Paragraph reading, Interpretation, Reading between lines
- **Writing**
Practice for Both printed and on line written work, resume preparation, business reports, advertisement, paragraph writing and letter writing
- **Speaking**
Self-Introduction, Interview, Conversation, Group Discussion, Public speaking.
- **Listening**
Conversation, Pronunciation, Accent, Interpretation, Pauses, Voice Tone.

3. Time Management concept

- Attendance, Discipline & Punctuality.
- Act in time on commitment.
- Quality / Productive Time.

4. Business Ethics and Etiquettes

- Ethics & Etiquettes.
- Business ethics.
- Etiquettes in social as well as office settings.
- E-mail etiquettes.
- Mobile etiquettes.
- Engineering ethics & ethics as an IT professional.
- Civic sense.





Program	MCA
Course Name	Soft Skills - II
Course Code	SS21

Course Content

1. Components of communication

- Verbal communication
- Importance of listening skills in effective communication
- Communication barriers

2. Pre-requisites of verbal communication

- Planning & Designing
 1. Information gathering- qualitative & quantitative Data
 2. Content preparation
- Preparing yourself
 1. Interpersonal skills
 2. Team spirit & self-awareness
 3. Body language
 4. Accent grooming

3. Practicing Communication

- Group talks
 1. Debate
 2. Group discussion
- Role play
- Educational games
 1. Informative speech- critical analysis
 2. Passing the word parcel
 3. Special occasion speech
- Review
 1. Book
 2. Movie
 3. Event



Program	MCA
Course Name	Soft Skills - III
Course Code	SS31

Course Content

1. Effective communication

- Components of effective communication
- Communication process and handling them
Conviction, confidence & enthusiasm, Listening
- Non Verbal Communication
Facial Expression, Posture Gesture, Eye contact, appearance (dress code)
- Barriers to Communication Int. & Ext Barriers, Intrinsic Motivation, Perception, Language, Fear, Power of speech etc.
- Listening-It's Importance, Good & Bad

2. Pre-requisites of presentation

- Planning & Designing
 1. In depth knowledge of topic
 2. Information gathering- qualitative & quantitative
 3. Usage of presentation aids and tools
 4. Feedback and assessment
 5. Time management
- Preparing yourself
 1. Content management
 2. Verbal & nonverbal communication
 3. Emotional Bonding - Role of Emotional Intelligence (EI)

3. Presentation skill practice

- Preparing in presentation
- Delivery of presentation
- Plan your presentation/communication
- Select proper channel/medium
- Set ease your environment
- Encode/decode
- Ensure action
- Follow up your communication

4. Personality Building

- Verbal & Nonverbal communication
- Accent grooming
- Body Language-Posture & gesture, Facial expressions
- Dressing manners & etiquettes

5. Pre-requisites of Interview

- CV(Resume) & covering letter preparation
- Self-introduction
- Managing time
- Behavioral aspects- within company premises & outside Pl room
- Carrying required documents
 1. ID proofs
 2. Qualification proofs
 3. Co-curricular certificates

6. Practicing Interview skills & techniques

- Types of interviews
- Mock interviews

Program	MCA
Course Name	Cyber Security
Course Code	CS

Course Content

Module – 1 Introduction to Information Security and Potential Threats

- Introduction to Cyber Space, Cyber Security and Information Systems
- Cyber Attacks and their Classification
- Types of Malware and Threats

Module – 2 Cyber Vulnerability and Network Security

- Assessment of Vulnerability
- Intrusion Detection and Prevention Systems
- Internet Protocols, Operating System Security and Network Security

Module – 3 User Authentication Tools and Information Security Models

- User Authentication Methods,
- Information Security Models and Security Mechanisms
- Biometric Systems and Biometric Authentication Processes

Module – 4 Web and Mobile App Security Methods

- Web Security and Email Security
- Security of Mobile Devices and Cloud Space
- Social Media Security and IoT Security

Module – 5 Cyber Crimes and Digital Forensic Science

- Cyber Crimes, Scams and Frauds
- Digital Forensic Investigation Methods, Cyber Trails
- Branches of Digital Forensics, Reporting, Management of Evidence

Module – 6 Prohibitory Laws for Cyber Security

- Jurisdiction of Cyber Crime, Information Technology Act 2000 and its Amendments
- Digital Forensic Investigation Methods, Cyber Trails
- Validity of Digital Communication Evidences (Call Records /Emails/SMS)
- RBI Act and IPR Act

Module – 7 Practical

- Performing the web security audit and report preparation
- Biometric Authentication Processes
- Explore the Nmap tool and list how it can be used for network defense
- Explore the NetCat tool and Examine SQL injection attack



Program	MCA
Course Name	Human Values - I
Course Code	HR1

Course Content

1. Basic Concept

- Human Values- Dignity, Liberty, Equality, Justice, Unity in Diversity, Ethics and Morals
Biometric Authentication Processes
- Meaning and significance of Human Rights Education

2. Perspectives of Rights and Duties

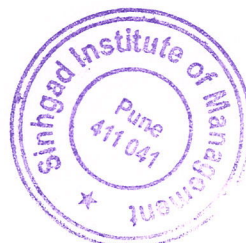
- Rights: Inherent-Inalienable-Universal- Individual and Groups
- Nature and concept of Duties
- Interrelationship of Rights and Duties

3. Introduction to Terminology of Various Legal Instruments

- Meaning of Legal Instrument- Binding Nature
- Types of Instruments: Covenant-Charter-Declaration-Treaty-Convention-Protocol Executive Orders and Statute

4. United Nations and Human Rights

- Brief History of Human Rights- International and National Perspectives
- Provision of the charters of United Nations
- Universal Declaration of Human Rights- Significance-Preamble
- Civil and Political Rights-(Art. 1-21)
- Economic, Social and Cultural Rights-(Art.22-28)
- Duties and Limitations-(Art. 29)
- Final Provision (Art. 30)





Program	MCA
Course Name	Human Values - II
Course Code	HR2

Course Content

1. General Introduction

- Meaning and Concept of Vulnerable and Disadvantaged
- Groups, Customary, Socio-Economic and Cultural Problems of
- Vulnerable and Disadvantaged Groups

2. Social status of women and children in International and national perspective

- Human Rights and Women's Rights –International and National Standards
- Human Rights of Children-International and National Standards

3. Status of Social and Economically Disadvantaged people

- Status of Indigenous People and the Role of the UN
- Status of SC/ST and Other Indigenous People in the Indian Scenario
- Human Rights of Aged and Disabled
- The Minorities and Human Rights

4. Human rights of vulnerable groups

- Stateless Persons
- Sex Workers
- Migrant Workers
- HIV/AIDS Victims





Program	MCA
Course Name	Human Values - III
Course Code	HR3

Course Content

1. Human Rights in Indian Context

- Indian Bill of Rights and Sarvodaya
- Preamble- Fundamental Rights- Directive Principles-Fundamental Duties

2. Human Rights- Enforcement Mechanism

- Human Rights Act, 1993
- Judicial Organs- Supreme Court (Art 32) And High Courts (Art 226)
- Human Rights Commission- National and State of Maharashtra
- Commission of Women, children, Minority, SC/ST
- Survey of International Mechanism

3. Human Rights Violations and Indian Polity

- Inequalities in society-population-illiteracy-poverty-caste-inaccessibility of legal redress
- Abuse of Executive Power-Corruption-Nepotism and favoritism
- Human Rights and Good Governance

4. Role of Advocacy Groups

- Professional Bodies: Press, Media, Role of Lawyers-Legal Aid
- Educational Institutions
- Role of Corporate Sector
- NGO's





Program	MCA
Course Name	PPM & OB
Course Code	BM41

Course Content

1. Essence of Management

The need, scope, Meaning and Definition The process of Management, Managerial levels/Hierarchy, Managerial Function, Planning Organizing Staffing, Directing Controlling Managerial Skills Technical Conceptual Human Resource Historical Perspective-Classical Theories, Taylor Fayol Behavioral Science and Approach HR Approach Management Science Approach System approach-with reference to management, organization and MIS, Contingency Approach.

2. Managerial Decision Making

Introduction

- Decision making
 - environment
 - Open Systems
 - Closed system
 - Decision making under certainty
 - Decision making under uncertainty
 - Decision making under risk
- Decision Types / models
 - Structured decisions
 - Unstructured decisions
 - Programmable decisions
 - Non programmable Decisions
- Decision making tools Autocratic Participative
 - Consultative

3. Organization

Introduction–definition Need for Organization

Organizational Behavior

Definition / Concepts Need / importance / relevance an overview

Individual Behavior and Self-Understanding

Ego State

Transactional Analysis

Johari Window

4. Motivation and Leadership:

Concept of Motivation, Benefits to organization and Manager Maslow's need Hierarchy theory Herzberg's Motivation- Hygiene Theory, Theory X and Y, Theory Z Definition, Nature, Qualities of Leader Leadership Styles (Autocratic, Participative, Laissez faire or subordinate-centered, Bureaucratic leadership, Transformational leadership, Transactional leadership)





5. Group and Group Dynamics

Concept of Group, Effect & Characteristics of group Types of groups The Five-Stage Model of Group Development Group Properties (Roles, Norms, Status, Size, and Cohesiveness)

Team Building

Concept of Team, Nature, Benefits from team, Types of Teams Creating Effective Teams, Turning Individuals into Team Player.

Stress Management and Conflict management

Work stress: Meaning of stress, Stressors, Sources of Stress, Types of stress, Stress Management Strategies Concept of Conflict, Functional versus Dysfunctional Conflict Managing Conflict (Styles for Handling Dysfunctional Conflict, Third-Party Interventions)

Dr. Chandrani Singh
HOD SIOM-MCA



Dr. Daniel Penkar
Director, SIOM