

Subject Code: 1RI3000102	Subject Title: Essentials of Disciplinary Research Subject-1 (Banking in India and Financial performance)
Pre-requisite Subject	- NONE -

Objectives of course: To give in-depth knowledge of the subject chosen for Ph.D. work by the research scholar

Learning outcomes: After study this subject course the scholar have in-depth knowledge of the subject that he/she has chosen for their study work apart from this it will helpful to do his/her research work smoothly.

Teaching Scheme (Credit Distribution)				Evaluation Scheme(% Marks)	Total Marks
Lecture	Tutorial	Practical	Credit	Continuous (Internal) Assessment	100
3	1	--	4	100%	

Unit	Content	Lecture	Wt. (%)
1	Introduction to Banking: Concept of Banking, Traditional Functions of Banking, Modern functions of Banking, Negotiable Instruments in Banking operation, Emerging Role of Bankers. Structure of Indian banking System: History of Banking in India, The changing profile of Indian Banking, Structure of Indian Banking sector, Different types of Banks, The reserve bank of India and its role in Indian banking system	5	25%
2	Banking laws in India: The Banking Regulation Act, 1949, Banking Companies(acquisition and Transfer of Undertakings) Act, 1970, Cyber Law It Act, 2000, Indian Evidence Act, 1872 Banker's Book Evidence Act, 1891 Banking Laws Cooperative Societies Act, 1965	4	25%
3	Non Banking Financial Companies in India: Concept, Role of NBFC's, types of NBFC's, Structure of NBFC's in India	2	25%
4	Financial performance: Meaning of financial performance, importance of financial performance, limitations of financial performance measurement, techniques of financial performance, financial performance of banks and techniques used in financial performance of banks. Like Ratio Analysis, Common Size Analysis, Comparative Analysis, Cash flow analysis, CAMEL Analysis etc.	3	25%

List of References:

1. Dr. Srivastava, P.K., Banking Theory and Practice, Himalaya Publishing House
2. Dr. Bhattacharya K.M. and Agrawal O.P., Basics of Banking and Finance, Himalaya Publishing House
3. Gordon E and Dr. Natarajan K. Banking, Theory, Law and Practice, Himalaya Publishing House
4. Basics of Banking, Indian Institute of Banking and Finance, Taxman Publications
5. Principles of Banking, Indian Institute of Banking and Finance, Macmillan India Ltd

Subject Code: 1RI3000103	Subject Title: Essentials of Disciplinary Research Subject-2 (Performance Management & Measurement)
Pre-requisite Subject	- NONE -

Objectives of course: To give in-depth knowledge of the subject chosen for Ph.D. work by the research scholar

Learning outcomes: After study this subject course the scholar have in-depth knowledge of the subject that he/she has chosen for their study work apart from this it will helpful to do his/her research work smoothly.

Teaching Scheme (Credit Distribution)				Evaluation Scheme(% Marks)	Total Marks
Lecture	Tutorial	Practical	Credit	Continuous (Internal) Assessment	50
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Unit	Content	Wt. (%)
1	Introduction to Performance Management: Definition of Performance Evaluation, Evolution of Performance Management, Definitions and Differentiation of Terms Related to Performance Management. What a Performance Management System Should Do? Importance of Performance Management, Linkage of Performance Management to Other HR Processes	20%
2	Process of Performance Management: Overview of Performance Management Process, Performance Management Process, Performance Management Planning Process, Mid-cycle Review Process, End-cycle Review Process, Performance Management Cycle at a Glance	20%
3	Performance Management Planning and Development: Introduction, Performance Management Planning, the Planning Process, Performance Agreement, Drawing up the Plan, Evaluating the Performance Planning Process	20%
4	Performance Appraisal: Definitions and Dimensions of PA, Purpose of PA and Arguments against PA, Necessity of Performance Appraisal and its Usage by Organisations, Characteristics of Performance Appraisal, Performance Appraisal Process, Mistakes made by Human Resource Department	20%
5	Performance Appraisal Methods: Performance Appraisal Methods, Traditional Methods, Modern Methods, and Performance Appraisal of Bureaucrats – A New Approach	20%

List of References:

Sr. No.	Author	Name of the Book	Publisher	Year of Publication
1	Kohli A S & Deb T	Performance Management	Oxford Higher Education	2008/ Latest edition
2	T.V. Rao	Performance Management and Appraisal Systems	Response Books	Latest edition