

Branch Name:	M.Com
Program Code:	CM201
Course Name:	Management Theories and Practices
Course Code:	3CM2010101
Pre-requisite Course:	Basic knowledge of Management Theories and Practices.

Course Objectives:

1. To make the students acquaint with the fundamental knowledge of various aspects of management and its practical application in corporate world.
2. To help the students gain understanding of the functions and responsibilities of managers.
3. To help the students to develop cognizance of the importance of management principles.

Teaching and Examination Scheme:

Teaching Scheme (Hours per week)				Evaluation Scheme (Marks)				
Lecture (L)	Tutorial (T)	Practical (P)	Credit	Theory (Marks)		Practical (Marks)		Total (Marks)
				University Assessment	Continuous Assessment	University Assessment	Continuous Assessment	
4	--	-	4	50	50	-	-	100

Subject Contents:

Sr. No	Topic	Total Hours	Weightage (%)
1	Planning and Decision Making: • Definition, Nature. • Planning Premises and Constraints. • Planning Process. • Forecasting: Meaning and Importance • Management by Objectives (M.B.O): Significance and Process • Decision Making: Meaning, Decision Making Process.	15	25%
2	Organizing: • Meaning of Organizing. • Principles of Organizing • Process of Organizing. • Departmentation. • Delegation of Authority. • Centralization and Decentralization. • Organization Chart. • Types of Organization. • Line, Functional, Line and Staff and Committee • Hierarchy of Organization.	15	25%
3	Staffing, Directing and Controlling: • Definition, Importance, Staffing Functions • Directing: Definition, Importance, Directing Functions/Tools. • Communication Process and Barriers in Communication. • Controlling: Definition, Controlling Process, Importance, and Ideal Controlling System.	15	25%
4	Motivation and leadership theories: • Motivation Theories • Introduction Maslow's Need Hierarchy • Herzberg's Two Factor theories	15	25%

	• Theory X and Theory y~ Leadership Theories • Trait Theory Managerial Grid by Blake and Mouton • Fiedler's Contingency Theory		
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Text Books:

1. Principal of Management Sudhir Prakashan

Reference Books:

1. L.M Prasad, Principles and Practice of Management. Sultan Chand and Sons, New Delhi.
2. Rao V.S.P and Krishna v Hari Management (Text and Cases), Excel Books, New Delhi.
3. Prin. Rana T.J. and Others, Principal of Management, Sudhir Prakashan, Ahmedabad.

List of Open-Source Software/learning website:

1. <https://www.youtube.com/watch?v=UQGZUcHhnXY>
2. <https://www.youtube.com/watch?v=MEw93yvQ600>

Course Learning Outcomes (CLO): On completion of this course, the students will be able to:

CLO	Description	Bloom's Taxonomy Level
CLO1	Explain the concepts, nature, and processes of planning, forecasting, and decision-making in management.	2 Understanding
CLO2	Apply planning tools such as Management by Objectives (MBO) and decision-making techniques in organizational contexts.	3 Applying
CLO3	EAnalyze the principles and processes of organizing, including departmentalization, delegation, and organizational structure.	4 Analyze
CLO4	DiscussExplain staffing, directing, communication, and controlling functions along with their importance in organizational effectiveness.	2 Understanding
CLO5	Analyze communication processes, barriers, and controlling systems to improve managerial efficiency.	4 Analyze
CLO6	Evaluate motivation and leadership theories and apply them to enhance employee performance and organizational effectiveness.	5 Evaluate

Mapping of CLOs with Pos & PSOs

Course Learning Outcomes (CLOs)	Program Outcomes (POs)						Program Specific Outcomes (PSOs)	
	PO1	PO2	PO3	PO4	PO5	PO6	PSO1	PSO2
CLO1	H	M			M		M	M
CLO2			L	M		M		
CLO3	H		M	L	L	H	M	
CLO4		L		M	L			M
CLO5	M	H	L		M	M	H	
CLO6		M	H	L	M		H	

H: High, M: Medium, L: Low