	SHRI KRISHAN INSTITUTE OF ENGINEERING & TECHNOLOGY, KURUKSHETRA				
	LESSON PLAN				
SEMESTER/YEAR: 4th Sem/2nd year			DEPARTMENT: MBA		
COURSE: Compensation Management			FACULTY : TRILOCHAN SINGH		
S. No.	Topic Name	Reference/ Text Book/ Web (R/T/W)	No. Of Lectures	Delivery Method	Remarks
1.	Compensation Management: Concept, Goals, Foundations of Compensation Management	T1,R1	5	Chalk & Talk	
2.	Compensation Strategy: Monetary & Non-Monetary Rewards. Internal and External Equity in Compensation System	T1,R1	6	Chalk & Talk	
3.	Inter and Intra industry Wage Differentials. Fringe Benefits and Supplementary Compensation.	T1,T2	5	Chalk & Talk	
4.	Understanding Compensation Packages: Compensation of Chief Executives, Senior Managers, R & D Staff, Board of Director, Sales Executives	T1,R1	5	Chalk & Talk	
5.	Incentive Schemes/ Payment –By-Results (PBR), Performance Linked Compensation, Tax Planning: Tax Implication of Employee Compensation Package to the Employer	T1,R1	8	Chalk & Talk	
6.	Approaches to deal with the Workforce Redundancy	T1,R1	5	Chalk & Talk	
7.	Statutory provisions governing different components of reward systems: The Minimum Wages Act, 1948, The Payment of Wages Act ,1936	T1,R1	5	Chalk & Talk	
8.	The Workmen’s Compensation Act ,1923, Payment of Bonus Act ,1965. Institutions related to Reward System	T1,R1	5	Chalk & Talk	
9.	Wage Boards, Pay commissions, Recommendations of 6 th Pay Commission	T1,R1	5	Chalk & Talk	
10.	Recommendations of 2 nd National Commission on Labour relating to Compensation.	T1,R1	6	Chalk & Talk	
11.	International Compensation Practices	T1,R1	6	Chalk & Talk	
12.	Problems, Objectives and Elements of Expatriate’s Compensation Package.	T1,R1	7	Chalk & Talk	

Total Lectures: 67

REMARKS/RECOMMENDATIONS FOR FUTURE:

EXTRA CLASS TAKEN (IF ANY):

TEXT BOOKS:

Singh, B.D. Compensation and Reward Management. Excel Books, 2007

REFERENCE BOOKS:

Armstrong, Michel and Murlis, Helen. Reward Management. Kogan Page, 2010

Henderson, Richard I.
Milkovich & Newman
Henderson I. Richard

Compensation Management: Rewarding Performance Prentice Hall of India Pvt. Ltd, 2004
Compensation: Tata McGraw Hill, New Delhi, Eighth Edition. 2005
Compensation management in a knowledge based world, Pearson Education, New Delhi, 9th edition

Singh, B.D.
Gerhart, B. & Rynes, S.L.
Berger & Berger.


Compensation and Reward Management. Excel Books, 2007
Compensation, Evidence, and Strategic Implications. Sage Publication, 2008
The Compensation Handbook: A State-of-the-Art Guide to Compensation Strategy and Design. McGraw Hill, 2008
Strategic Compensation: A Human Resource Perspective Approach. Pearson Education. 2004

Martocchio, J.

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Signature of HOD: _____

Date: _____

		SHRI KRISHAN INSTITUTE OF ENGINEERING & TECHNOLOGY, KURUKSHETRA			
LESSON PLAN					
SEMESTER/YEAR: 4TH /2ND COURSE: MANAGEMENT OF FINANCIAL SERVICES			DEPARTMENT: MGT. FACULTY: VIPIN		
S. No.	Topic Name	Reference/ Text Book/ Web (R/T/W)	No. Of Lectures	Delivery Method	Remarks
1.	Financial System: Nature, structure, role and functions of a financial system.	T1	5	Chalk & Talk	
2.	Key elements of a well functioning financial system; Status and objectives, reforms and recent developments in Indian Financial System.	T1	6	Chalk & Talk	
3.	RBI- functions and working, functions of NABARD, structure of Indian banking system, objectives functions, performance of commercial banks.	T1	5	Chalk & Talk	
4.	Materi Regional Rural Banks and Cooperative Banks. Assets- liability Management in Banks.al Planning: Making the Material Plan Work	T1	5	Chalk & Talk	
5.	Operational policies and performance of Finance Companies, Development finance institutions: ICICI, IDBI, IFCI, IIBI, SFCs, SIDBI; Non-banking finance companies, Housing finance companies.	T1	8	Chalk & Talk	
6.	. Indian Securities Market: Stock Exchanges, New Issue Market,	T1	8	Chalk & Talk	
7.	Role of SEBI	T1	5	Chalk & Talk	
8.	Recent Developments in Indian financial security market;	T1	5	Chalk & Talk	
9.	Mutual Funds; Depository System.	T1	6	Chalk & Talk	
10.	An overview of Insurance Institutions in India.	T1	4	Chalk & Talk	
11.	Money Market: Meaning, Significance, types; Call money market,	T1	4	Chalk & Talk	
12	Treasury Bills Market. Commercial Bills Market, Commercial Papers	T1	6	Chalk & Talk	

Total Lectures: 66

REMARKS/RECOMMENDATIONS FOR FUTURE:

EXTRA CLASS TAKEN (IF ANY):

TEXT BOOKS:

[T1] ISASHI K GUPTA KALYANI PUBLICATION FIANACIAL SERVICES

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Signature of HOD: _____

Date: _____

 SHRI KRISHAN INSTITUTE OF ENGINEERING & TECHNOLOGY, KURUKSHETRA		LESSON PLAN			
SEMESTER/YEAR: 4th/2ND		DEPARTMENT: MBA			
COURSE: ENTREPRENEURSHIP DEVELOPMENT		FACULTY : TRILOCHAN SINGH			
S. No.	Topic Name	Reference/ Text Book/ Web (R/T/W)	No. Of Lectures	Delivery Method	Remarks
1.	Entrepreneur: Meaning of Entrepreneur, Functions of an Entrepreneur, Types of Entrepreneur, Concept of entrepreneurship	T1,R1	5	Chalk & Talk	
2.	Environmental factors affecting success of a new business	T1,R1	3	Chalk & Talk	
3.	Reasons for the failure and visible problems for business, Stages in Entrepreneurial process.	T1,T2	3	Chalk & Talk	
4.	Creativity, exercises on Creativity	T1,R1	3	Chalk & Talk	
5.	Source of new idea, Ideas into opportunities	T1,R1	3	Chalk & Talk	
6.	Creative problem solving: Heuristics, brainstorming, synectics, value Analysis.	T1,T2	3	Chalk & Talk	
7.	Business planning process: Meaning of business plan, Business plan process,	T1,R1	5	Chalk & Talk	
8.	Advantages of Business planning, Marketing plan, Final project report with feasibility study,	T1,R1	5	Chalk & Talk	
9.	Economic, Technical, financial and managerial Feasibility of project, Preparing a model project report for starting a new venture.	T1,R1	8	Chalk & Talk	
10.	Methods and procedures to start and expand one's own business, Using external parties to help grow a business, franchising advantages and limitations	T1,R1	6	Chalk & Talk	
11.	Joint venture-types, Acquisition and mergers, Entrepreneurship Development Programmes	T1,R1	6	Chalk & Talk	
12.	Role of government and various institutions in developing entrepreneurship in India, Women Entrepreneurs in India	T1,R1	5	Chalk & Talk	

Total Lectures: 55

REMARKS/RECOMMENDATIONS FOR FUTURE:

EXTRA CLASS TAKEN (IF ANY):

TEXT BOOKS:

[T1] Desai, Vasant: "Dynamics of Entrepreneurship Development & Management", Himalaya Publishing House.


REFERENCE BOOKS:

[R1] Chabra, T.N., "Entrepreneurship Development", Sun India Publication.

Approved By

Signature of HOD: _____

Date: _____

 SKIET	SHRI KRISHAN INSTITUTE OF ENGINEERING & TECHNOLOGY, KURUKSHETRA				
LESSON PLAN					
SEMESTER/YEAR: 4th/2ST			DEPARTMENT: MBA		
COURSE: Human Resource Development: Strategies and Systems			FACULTY: NISHA		
S. No.	Topic Name	Reference/ Text Book/ Web (R/T/W)	No. Of Lectures	Delivery Method	Remarks
1	HRD Introduction- Concept. goals, challenges	T1,R1	2	Chalk & Talk	
2	HRD methods, Changing paradigm of HRD	T1,R1	7	Chalk & Talk	
3	HRD- Concepts-scope-objectives, principles, framework	T1,T2	6	Chalk & Talk	
4	HRD climate, Global perspectives on HRD, HRD Sub-systems- Performance Management	T1,R1	6	Chalk & Talk	
5	Training & Development, Career Planning, Succession Planning.	T1,R1	6	Chalk & Talk	
6	Contribution of sub-systems to HRD goals, Planning and organizing	T1,T2	2	Chalk & Talk	
7.	HRD system-principles in designing HRD system, Challenges of future	T1,R1	5	Chalk & Talk	
8.	HRD professionals- roles and competency requirements of HRD professionals,	T1,R1	5	Chalk & Talk	
9.	Developing HRD strategies, Framework of HR-The strategic HR Framework Approach, The integrative framework	T1,R1	5	Chalk & Talk	
10.	Human Capital Appraisal Approach, HRD Score card approach , P-CMM Approach. HRD for Workers	T1,R1	3	Chalk & Talk	
11.	HRD for other special groups; HRD Interventions Strategies	T1,R1	7	Chalk & Talk	

12	HRD Approaches for coping with Organizational Changes, Future of HRD in India.	T1,R1	7	Chalk & Talk	
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Total Lectures: 61

REMARKS/RECOMMENDATIONS FOR FUTURE:

EXTRA CLASS TAKEN (IF ANY):

TEXT BOOKS:

[T1] **Santosh Gupta & Deep Sachin Gupta: Human Resource Development**


REFERENCE BOOKS:

[R1] B L Maheshwari, . & Sinha Dharni P. Management of Change through HRD,

Approved By

Signature of HOD: _____

Date: _____

		SHRI KRISHAN INSTITUTE OF ENGINEERING & TECHNOLOGY, KURUKSHETRA			
		LESSON PLAN			
SEMESTER/YEAR: 4 TH /2 ND YEAR		DEPARTMENT: MGT.			
COURSE: Human Resource Planning & Development		FACULTY: VIPIN			
S. No.	Topic Name	Reference/ Text Book/ Web (R/T/W)	No. Of Lectures	Delivery Method	Remarks
1.	Human Resource Planning : Meaning	T1	5	Chalk & Talk	
2.	Significance Relationship of HRP with Business Strategy/Strategic Planning	T1	8	Chalk & Talk	
3.	Perspectives of HRP	T1	6	Chalk & Talk	
4.	Macro and Micro HRP	T1	5	Chalk & Talk	
5.	Horizons of HRP, Process, Challenges of HRP	T1	6	Chalk & Talk	
6.	Scenario Planning: Assessing the Demand and Supply of People in Organisations	T1	5	Chalk & Talk	
7.	Models and techniques of manpower demand and supply forecasting. Action Plans/Human Resource Plans	T1	5	Chalk & Talk	
8.	Components of HR plan, Quantitative HR plan, Resourcing Plan, Learning	T1	5	Chalk & Talk	
9.	Training and Development Plan, Reward Plan, Retention Plan	T1	6	Chalk & Talk	
10.	Separation and Redeployment Plans. Management/Executive Development: Meaning	T1	6	Chalk & Talk	
11.	Scope and Significance and Modern Methods of Management Development, Process of Structuring MDP in organisations	T1	6	Chalk & Talk	
12.	Competency Development: Concept of Competence and	T1	7	Chalk & Talk	

Competency, Competency Development Process, Methods/approaches of Competency Development. Talent Management: Concepts and Practices.				
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Total Lectures: 68

REMARKS/RECOMMENDATIONS FOR FUTURE:

EXTRA CLASS TAKEN (IF ANY):


TEXT BOOKS:

[T1]

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Signature of HOD: _____

Date: _____

	SHRI KRISHAN INSTITUTE OF ENGINEERING & TECHNOLOGY, KURUKSHETRA				
	LESSON PLAN				
SEMESTER/YEAR: 4th/2ST			DEPARTMENT: MBA		
COURSE: Industrial Marketing			FACULTY: SRISHTI		
S. No.	Topic Name	Reference/ Text Book/ Web (R/T/W)	No. Of Lectures	Delivery Method	Remarks
1	Nature of International Marketing: Industrial versus Consumer Marketing Management.	T1,R1	2	Chalk & Talk	
2	understanding Industrial Markets; Organizational Customers; Classifying Industrial products.	T1,R1	7	Chalk & Talk	
3	Unique characteristics of organizational Procurement. Organizational buying Activities	T1,T2	6	Chalk & Talk	
4	objectives in organizational buying, Purchasing's influence on Buyer Behaviour	T1,R1	6	Chalk & Talk	
5	Psychological factors influencing individual Decision Making, strategic.	T1,R1	6	Chalk & Talk	
6	The Strategic Planning Process, Marketing Role in the..	T1,T2	2	Chalk & Talk	
7.	Basis for segmenting Industrial Markets.	T1,R1	5	Chalk & Talk	
8.	Target Marketing and Product Positioning	T1,R1	5	Chalk & Talk	
9.	Industrial Product Management, product development strategy	T1,R1	5	Chalk & Talk	
10.	Planning in the Industrial Market	T1,R1	3	Chalk & Talk	
11.	Relationship of Logistics and Physical Distribution Strategic Planning Process	T1,R1	7	Chalk & Talk	

12	Pricing Strategy, factors influencing pricing strategy	T1,R1	7	Chalk & Talk	
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Total Lectures: 61

REMARKS/RECOMMENDATIONS FOR FUTURE:

EXTRA CLASS TAKEN (IF ANY):

TEXT BOOKS:

[T1] **M.Govindarajan** Industrial Marketing Management


REFERENCE BOOKS:

[R1] . **Reeder Robert R.**, “Industrial Marketing” PHI.

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Signature of HOD: _____

Date: _____

	SHRI KRISHAN INSTITUTE OF ENGINEERING & TECHNOLOGY, KURUKSHETRA				
	LESSON PLAN				
SEMESTER/YEAR: 4th Sem/2nd year			DEPARTMENT: MBA		
COURSE: Management Training and Development			FACULTY: SRISHTI		
S. No.	Topic Name	Reference/ Text Book/ Web (R/T/W)	No. Of Lectures	Delivery Method	Remarks
1.	Training & Development: Concepts, Definition	T1,R1	5	Chalk & Talk	
2.	Meaning, Need, Importance	T1,R1	6	Chalk & Talk	
3.	Objectives, Special Issues. Concepts of Education	T1,T2	5	Chalk & Talk	
4.	Training & Development: An Overview. Types Of Training	T1,R1	5	Chalk & Talk	
5.	The Training Context: Nature and Scope of Training, Training Challenges	T1,R1	6	Chalk & Talk	
6.	Forces influencing Working and Learning, Learning: Theories and Process	T1,R1	5	Chalk & Talk	
7.	Training Needs Analysis: The Process and Approaches of TNA	T1,R1	5	Chalk & Talk	
8.	Organizational Analysis: TNA and Training Process Design,	T1,R1	5	Chalk & Talk	
9.	Output of TNA, Training Design, Delivery & Evaluation. Understanding & Developing the objectives of Training	T1,R1	5	Chalk & Talk	
10.	Considerations in Designing Effective Training Programs: Selecting and Preparing the Training Site, Selecting Trainers, Program Design	T1,R1	6	Chalk & Talk	

11.	Learning Environment, Pre-training Communication, Facilitation of Training with Focus on Trainee (Motivation of Trainee, Reinforcement, Goal setting).	T1,R1	6	Chalk & Talk	
12.	Transfer of Training: Conditions of Transfer, Facilitation of Transfer with Focus on Organization Intervention	T1,R1	5	Chalk & Talk	
13.	Training Methods, Implementation and Evaluation of Training Programme, Training Aids.	T1,R1	5	Chalk & Talk	
14.	Career & Career Management. Future of T & D.	T1,R1	6	Chalk & Talk	

Total Lectures: 71

REMARKS/RECOMMENDATIONS FOR FUTURE:

EXTRA CLASS TAKEN (IF ANY):

TEXT BOOKS:

Training for Development. Sage Publications, New Delhi, 2012.


REFERENCE BOOKS:

- □ Management Training for Development, Excel Publication.2009.
- Training and Development, Biztantra. 2009
- Effective Training Systems, Strategies and Practices, Pearson 2005.
- Managing the Training and Development Function, Aldershot, Gower, 1984

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Signature of HOD: _____

Date: _____

	SHRI KRISHAN INSTITUTE OF ENGINEERING & TECHNOLOGY, KURUKSHETRA				
	LESSON PLAN				
SEMESTER/YEAR: 4th/2nd			DEPARTMENT: MGT		
COURSE: MBA PIB			FACULTY : SONAM		
S. No.	Topic Name	Reference/ Text Book/ Web (R/T/W)	No. Of Lectures	Delivery Method	Remarks
1.	Insurance-Concept, Nature, Classification-Life & Non-life, Functions.	T1,R1	5	Chalk & Talk	
2.	Importance and Principles of Insurance; IRDA Act 1999 - Organization, guidelines for life & Non-life insurance.	T1,R1	10	Chalk & Talk	
3.	Life Insurance -Concept; Public & Pvt. Sector companies in India - their products, schemes &	T1,T2	10	Chalk & Talk	

	plans; LIC Act 1956-An overview. General Insurance - Concept, Types; Public & Pvt. Sector companies in India - their products, schemes & plans.				
4.	Distribution channel in Insurance-Introduction, Individual Agents-Appointment, functions, code of conduct and remuneration; Claims settlement in Life Insurance and General Insurance.	T1,R1	10	Chalk & Talk	
5.	Bank - Concept, Classification, objectives & functions. Bank Management - Concept, Functions, Importance. Legal framework of regulation of banks	T1,R1	5	Chalk & Talk	
6.	Banking Regulation Act 1949 and main amendments. Reserve requirements: CRR, SLR, Forex Reserves, bank fee based services; innovative products in banking; bancassurance. The RBI Act, 1934 and main amendments.	T1,T2	10	Chalk & Talk	
7.	Banking forms - Corporate Banking, Rural Banking, Retail Banking, International Banking, e-banking	T1,R1	5	Chalk & Talk	
8.	Banker-customer relationship: Payment and collection of cheques; special services rendered by banks to customer. Reforms in banking after 1991. Micro Financing in India.	T1,R1	5	Chalk & Talk	

Total Lectures: 55

REMARKS/RECOMMENDATIONS FOR FUTURE:

EXTRA CLASS TAKEN (IF ANY):

TEXT BOOKS:

[T1] Aho, Sethi & Ullman, "Compiler Design", Addison Wesley/ Pearson
[T2] O. G. Kakde; Compiler Design,4/e; Universities Press (2008)

REFERENCE BOOKS:

1. Nalini Prave Tripathy, Prabir Pal, 'Insurance theory and practice' TMH 2007.
2. Justin Paul and Padmalatha Suresh, 'Management of Banking and financial services'. TMH 2009.
3. M. Ravathy Sriram and P.K. Bamanan, 'Core banking solution' PHI 2008
4. Jyotsna Sethi and Nishevan Bhatia, ' Elements of Banking and Insurance' PHI 2008.
5. Vijayaragavan Iyengar, 'Introduction to Banking' Excel Books Pvt. ltd. 2007.
6. Viganim, BML, 'Banking, law and practice' Konak Publication 2005
7. K.C. Shekhar, Lakshmy Shekhar, 'Banking, theory and practice' Pearson publications, 2009

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Approved By

Signature of HOD: _____

Date: _____