

JYOTI NIVAS COLLEGE AUTONOMOUS

Programme: B. Com/ Int. B. Com - M.Com.

Semester: V

INDIAN ACCOUNTING STANDARD AND IFRS

No. of Credits: 4

No. of Hours: 60

COURSE OBJECTIVES:

- The course intends to give the students an understanding of Accounting Standards and to prepare and present the financial statement as per Ind AS requirements.
- It helps the students to understand the implication of changes in various accounting standards followed around the world with reference to financial reporting.
- It helps students to identify uniformity in accounting methods and helps them adopt appropriate accounting treatment based on the accounting standards.

LEARNING OUTCOMES:

- To discuss the existing accounting theory practices to obtain a better understanding of them.
- To discuss the financial position, changes in financial position, performance of entities which is very important for the purpose of economic decision making.
- To identify the transparency, reliability, consistency and comparability of financial statements.
- To know the reliability and comparability that a reporting entity provides regarding acquisition and consolidations.
- To compare and understand the differences in the financial reporting across the globe.

UNIT 1:INDIAN ACCOUNTING STANDARDS AND IFRS

8 HRS

Meaning and definition of Accounting Standards – Significance - Formation of Accounting Standards Board- Objectives and functions of Accounting Standard Board- Procedure for issuing Accounting Standards IASB -Role of IASB in developing IFRS - Convergence to IFRS in India – Phased transition to Ind AS from 1st April 2016 onwards – Role of ICAI in setting Ind AS – Role of MCA in pronouncing the Ind AS - Differences between Ind AS and IFRS, IndAS and AS - Conceptual framework- Principles of recognition, measurements, presentation and disclosure.

UNIT 2: ACCOUNTING FOR ASSETS AND LIABILITIES

16 HRS

Recognition and Measurement criteria for Investment Property, Borrowing Cost, Provisions and Contingent Assets and Contingent Liabilities, Share-based Payments (**Only Theory**), Recognition and Measurement for Property, Plant and Equipment, Intangible Assets, Inventories, Leases, Impairment of Assets (**Theory and Simple Problems only**)

UNIT 3: ACCOUNTING FOR REVENUE AND EXPENSES

12 HRS

Accounting for Employee Benefits, Income Tax, Construction contracts, Revenue from contracts with customers and Disclosure of Government Assistance (**Theory**), Accounting for Government Grants, Inventories (**Including simple problems**).

UNIT 4: PRESENTATION OF FINANCIAL STATEMENTS AND GROUP ACCOUNTING 16 HRS

Balance sheet, Statement of changes in Equity, Statement of Profit and Loss, Consolidated Financial Statements, Other comprehensive income, Cash Flows and Notes to Accounts; (**Simple problems**) Investments in Associate and Joint Ventures, Business Combinations, Interim Financial Reporting (**Theory only**), Transfer Pricing and Country-by-Country Reporting by OECD (Organisation for Economic Cooperation and Development)

UNIT 5: DISCLOSURE STANDARDS 8 HRS

Related Party Disclosure, Operating Segments, Financial Instruments: Disclosure, Earnings per Share, Disclosure of Interest in other entities. (**Theory only**)

SKILL DEVELOPMENT ACTIVITIES:

- List out the countries that have adopted and converged with IFRS around the world.
- Collect and Analyse the Statement of Changes in Equity of any five companies.
- List out any five Indian Accounting Standards disclosures
- Analysis of published financial statements for at-least 2 types of stakeholders
- Disclosure of change in equity in the annual reports of any two select companies.

BOOKS FOR REFERENCE

1. IFRS for India, Dr.A.L.Saini, Snow white publications.
2. Roadmap to IFRS and Indian Accounting Standards by CA Shibarama Tripathy.
3. IFRS explained - A guide to International financial reporting standards by BPP learning media.
4. IFRS for finance executives by Ghosh TP, taxman allied services private limited.
5. IFRS concepts and applications by Kamal Garg, Bharath law house private Limited.
6. IFRS: A Quick Reference Guide by Robert J. Kirk, Elsevier Ltd.
7. First lesson to International Financial Reporting Standards beginners guides by MP Vijay Kumar, prime knowledge services.

8. A student's guide to international financial reporting standards by Clare Finch, Kalpan Publishing.
 9. Sariha Gosain and Rajeeh Gosain-Practical approach to IND AS implementation, illustrations, summary & comparisons.
 10. CA Anand Banka-Comprehensive guide to IND AS implementation-
- Note: Latest edition of text books may be used.**

JYOTI NIVAS COLLEGE AUTONOMOUS

Programme: B. Com/ Int. B. Com - M.Com.

Semester: V

FINANCIAL MARKETS AND INTERMEDIARIES

No. of Credits: 4

No. of Hours: 60

COURSE OBJECTIVES:

- To gain basic knowledge of the financial markets
- To understand the activities of Financial Intermediaries
- To know about the regulatory frameworks those, govern financial intermediaries.

LEARNING OUTCOMES:

- It helps in gaining knowledge of functioning of the financial system in India.
- Students will be able to distinguish between the activities of money market and capital markets.
- Helps to have an idea about financial intermediaries and their regulation in India.

UNIT 1:INTRODUCTION TO FINANCIAL SYSTEM 10 HRS

Financial System, Financial Assets, Financial Intermediaries, Financial Markets, Classification, Components of Financial Market, Formal and Informal Financial Sectors, Financial Instruments, Multiplicity of Financial Instruments, New Financial Instruments. Key Elements of well-functioning Financial System, Indicators of Financial Development.

UNIT 2:MONEY MARKET 12 HRS

Definition, Money Market, Features, Objectives, Features of a Developed Money Market, Importance of Money Market, Composition of Money Market, Money Market Instruments, Structure of Indian Money Market, Features of Indian Money Market, Call Money Market, Recent Developments.

UNIT 3:CAPITAL MARKET 14 HRS

Capital markets- meaning; classification of the capital market; Growth of stock exchange, NSE, BSE, stockbrokers, functions of the stock exchange, Margin trading, Forward

trading, Sensex, Nifty, OTCEI (over the counter exchange of India), SEBI as capital market regulator - Objectives, Functions, Powers, Organization, SEBI and government, SEBI guidelines on primary markets, secondary markets, IPO, FPO, private placement of shares.

UNIT 4:INTRODUCTION TO FINANCIAL INTERMEDIARIES 12 HRS

Mutual funds - definition, Importance, role and types, RBI -the role of RBI in the Indian Money market - The Impact of credit policy of RBI on financial markets, Commercial banks, the role of commercial banks in the Indian money market, NBFC's in India- Functions and Role, Insurance – meaning, types, Latest Reforms of RBI.

UNIT 5: FINANCIAL REGULATION

12 HRS

IRDAI, the co-ordination between the financial sector regulators like SEBI, IRDAI, PFRDA and the RBI, Regulation of Non-Bank Financial Intermediaries, Prohibited Transactions - Insider Dealing - Market Abuse - Money Laundering, Depositories – Meaning, Importance, functions, NSDL, CDSL, clearing and settlement mechanism of secondary markets.

SKILL DEVELOPMENT ACTIVITIES:

- Prepare a list of instruments traded in the Indian Money Market.
- Find out about the full-service brokers and discount brokers available in India.
- Find out the procedure for opening a DEMAT account.
- Prepare a list of various NBFCs operating in India.

BOOKS FOR REFERENCE:

1. Gordon & Natarajan. (2016), Financial Markets and Services, Himalaya Publishing House. India
2. Shashi K. Gupta & Nisha Agarwal. (2015). Financial Services. Kalyani Publishing. India
3. M Y Khan (2017). Financial services. India: Tata McGraw-Hill Education India
4. Fabozzi, Frank, Modigliani, Franco, Jones, Frank (Feb 2009), Foundations of Financial Markets and Institutions, International Edition, 4th Edition, Pearson Higher Education
5. Eakins, Stanley G. (2005), Financial Markets and Institutions (5th Edition), Addison Wesley.

Note: Latest edition of text books may be used.

JYOTI NIVAS COLLEGE AUTONOMOUS

Programme: B. Com/ Int. B.Com-M.com/BBA

Semester: V

RETAIL MANAGEMENT

No. of Credits: 4

No. of Hours: 60

COURSE OBJECTIVES:

- Enable students to acquire skills in Retail Management.
- To familiarise the students with the latest retail business operations
- To familiarise students with the Retail marketing mix.

LEARNING OUTCOMES:

- To understand retailing and the external forces that influence retailing.
- To make the students understand business transformation in retailing
- To familiarise students with the various retail operations in the field of marketing.

UNIT 1: INTRODUCTION TO RETAIL BUSINESS

10 HRS

Definition-functions of retailing-types of retailing-forms of retail business ownership. Retail formats-Retail theories-Wheels of retailing-Retail life cycle. Retail business in India: influencing factors-Present Indian retail scenario. International perspective in retail business.

UNIT 2: CONSUMER BEHAVIOR IN RETAIL BUSINESS

14 HRS

Buying decision process and its implication on retailing-influence of group and individual factors, customer shopping behavior, customer service and customer satisfaction. Retail planning process: factors to consider in preparing a business plan-implementation-risk analysis.

UNIT 3: RETAIL OPERATIONS

14 HRS

Factors influencing location of store-market area analysis-Trade areas analysis-rating plan method-site evaluation. Retail operations: stores layout and visual merchandising, stores designing, space planning, inventory management, merchandise management, category

management.

UNIT 4: RETAIL MARKETING MIX

14

HRS

Introduction-product: decisions related to selection of goods (Merchandise Management Revisited)-Decisions related to delivery of services. Pricing: influencing factors- approaches to pricing-price sensitivity-value pricing-markdown pricing. Place: supply channel-SCM principles-Retail logistics-computerized replenishment system-corporate replenishment policies. Promotion: setting objectives-communication effects-promotional mix. Human resource management in retailing -Manpower planning-recruitment and training compensation-performance appraisal methods.

UNIT 5: IMPACT OF INFORMATION TECHNOLOGY IN RETAILING

08

HRS

Non-store retailing (E-Retailing)-The impact of information technology in retailing- integrated systems and networking-EDI-Bar Coding-Electronic Article surveillance- electronic shelf labels-customer database management system. Legal aspects in retailing, social issues in retailing, ethical issues in retailing.

SKILL DEVELOPMENT ACTIVITIES:

- Draw a retail life cycle chart and list the stages.
- Draw a chart showing a store operation
- List out the major functions of a store manager diagrammatically
- List out the current trends in e-retailing
- List out the Factors Influencing in the location of a New Retail outlet.

BOOKS FOR REFERENCE:

1. Suja Nair; Retail Management,HPH
2. Karthic –Retail Management, HPH
3. S.K. Poddar&others –Retail Management, VBH.
4. R.S Tiwari ; Retail Management, HPH 18
5. Barry Bermans and Joel Evans: "Retail Management –A StrategicApproach",
6. A.J.Lamba, "The Art of Retailing", 1st edition, Tata McGrawHill, NewDelhi.
7. Swapna Pradhan: Retailing Management, TMH
8. K. Venkataramana, Retail Management, SHBP.
9. Levy &Weitz : Retail Management -TMH 5th Edition
10. Rosemary Varley, Mohammed Rafiq-: Retail Management
11. Chetan Bajaj: Retail Management -Oxford Publication.

Note: Latest edition of books for reference may be used.

JYOTI NIVAS COLLEGE AUTONOMOUS

Programme: B.Com/ Integrated B.Com M.Com

Semester: V

HUMAN RESOURCE DEVELOPMENT

No. of Credits: 4

No. of Hours: 60

Course Objectives

- The course will showcase the contribution of HRD to organizations.
- It will enable students to develop an ability to decide learning and training needs and help develop competence in the design and delivery of learning programs.
- The course aims to equip students to develop themselves into critically reflective and capable HRD practitioners.

Learning outcomes

- To understand the need for HRD.
- To implement effective HRD programs.
- To illustrate the models for evaluating the HRD programs.
- To comprehend the need for employee counseling.
- To apprehend the HR performance and benchmarking

Unit 1: Conceptual Analysis of HRD

12Hrs

Introduction – Meaning and Definition of HRD- Need for HRD-Multiple Goals of HRD- HRD Department and its Task- HRD for Organizational Effectiveness- HRD in the Indian Context- HRD Mechanisms- Employee Empowerment- HRD as a Motivational Factor.

Unit 2: Frame Work of Human Resource Development.

12 Hrs

The framework of Human Resource Development - HRD Processes - Assessing HRD Needs - HRD Model – Designing Effective HRD Program - HRD Interventions- Creating HRD Programs - Implementing HRD programs – Training Methods - Self Paced/Computer Based/ Company Sponsored Training - On-the-Job and Off-the-Job - Brain Storming - Case Studies - Role Plays - Simulations – T-Groups - Transactional Analysis.

Unit 3: Human Resource Performance

12Hrs

Introduction -HR Performance and Benchmarking - Impact of Globalization on HRD- Diversity of Work Force - Work Force Reduction, Realignment and Retention - HRD programs for diverse employees - Expatriate & Repatriate support and development, Realistic Job Review.

Unit 4: HRD Programs

12Hrs

Introduction- Evaluating HRD Programs - Models and Frame Work of Evaluation - Assessing the Impact of HRD Programs - Human Resource Development Applications - Fundamental

Concepts of Socialization.

Unit 5: Management Development

12 Hrs

Introduction - Employee counselling and wellness services – Counselling as an HRD Activity-
Counselling Programs - Issues in Employee Counselling - Employee Wellness and Health
Promotion Programs - Organizational Strategies Based on Human Resources.

Skill Development Activities:

1. Discuss with the HR manager on HRD and prepare a report on the same.
2. Identify the diversity issues and their impact on organizations and prepare reports on the same.
3. Meet the HR trainer of any MNC and discuss their role and responsibilities.
4. Visit any Organization, and discuss with employees about the effectiveness of training.
5. Visit any Organization in your locality, collect information on employee wellness and health promotion programs provided by the company

Books for Reference:

- 1) Werner & Desimone, Human Resource Development, Cengage Learning.
- 2) William E. Blank, Handbook for Developing Competency Based Training Programmes, Prentice -Hall, New Jerse
- 3) Uday Kumar Haldar, Human Resource Development, Oxford University Press.
- 4) Srinivas Kandula, Strategic Human Resource Development, PHI Learning.
- 5) Nadler, Leonard: Corporate Human Resource Development, Van Nostrand Reinhold, ASTD, New York.
- 6) Rao, T.V and Pareek, Udai: Designing and Managing Human Resource Systems, Oxford IBH Pub. Pvt. Ltd., New Delhi, 2005.
- 7) Rao, T.V: Readings in HRD, Oxford IBH Pub. Pvt. Ltd., New Delhi, 2004.
- 8) Viramani, B.R and Seth, Parmila: Evaluating Management Development, Vision Books, New Delhi.
- 9) Rao, T.V. (et.al): HRD in the New Economic Environment, Tata McGraw-Hill Pub.Pvt, Ltd., New Delhi, 2003.
- 10) Rao, T.V: HRD Audit, Sage Publications, New Delhi.
- 11) ILO, Teaching and Training Methods for Management Development Hand Book, McGraw-Hill, New York.
- 12) Rao, T.V: Human Resource Development, Sage Publications, New Delhi.
- 13) Kapur, Sashi: Human Resource Development and Training in Practice, Beacon Books, New Delhi
- 14) Tripathi P.C : Human Resource Development (Sultan Chand & Sons)
- 15) Rao, T.V., Future of HRD, Macmillan Publishers India.
- 16) Mankin, D., Human resource development, Oxford University Press India.
- 17) Haldar, U. K., Human resource development, Oxford University Press India