

VEER NARMAD SOUTH GUJARAT UNIVERSITY, SURAT
PROGRAM NAME: T.Y.B. Com (Sem 6)
SUBJECT: MAJOR/MINOR: MANAGEMENT- Paper 7
CREDIT:4
(Syllabus effective from Academic year 2025-26 onwards)

	SUBJECT: MAJOR/MINOR: MANAGEMENT- Paper 7
Program Outcome	PO 1: - Gain an in-depth understanding of concepts related to learning organizations, risk and change management, leadership, organizational behavior, and logistics management. PO 2: - Able to analyze and resolve challenges related to managing change, risk, and leading teams in dynamic and uncertain environments. PO 3: - Equip students with the tools for fostering a learning organization and managing organizational behavior. PO 4: - Understand leadership and organizational behavior in a globalized, cross-cultural world. PO 5: - Recognize the ethical and social dimensions of leadership with an emphasis on diversity and inclusion in leadership roles. PO 6: -Identify risks and manage change effectively, and minimize organizational disruption by applying change management theories. PO 7: - Able to think creatively and innovatively to address organizational challenges. PO 8: - Enhance professional skills in logistics management, including demand planning, inventory management, and transportation management.
Program Specific Outcome	PSO 1: Define the concept of a learning organization and identify its key features and benefits in the context of modern organizational development. PSO2: Gain skills to create and sustain learning organizations that focus on continuous improvement. PSO 3: Enhance the capacity to assess risks, manage minimizing risk and transfer risk PSO 4: Evaluate the role of change management in fostering organizational adaptability and sustainability. PSO 5: Analyze leadership practices and organizational behavior in the context of ancient Indian history and apply this knowledge to modern-day leadership challenges. PSO 6: Understand the women face in leadership roles and develop strategies to break the glass ceiling, promoting diversity and inclusion in leadership. PSO 7: Define logistics management and understand its core components, including demand planning, storage, materials planning, and inventory management. PSO 8: Apply logistics management principles to improve delivery, quality, and overall supply chain effectiveness in an organizational setting.
Course Outcome	CO1: Identify features and benefits of a learning organization. CO2: Compare traditional and learning organizations. CO3: Understand risk types, minimization techniques, and change drivers. CO4: Analyze processes for effective change management. CO5: Leadership and Organizational Behavior CO6: Examine leadership challenges in a VUCA environment.

	CO7: Analyze emotional intelligence and women's leadership roles. CO8: Understand key logistics components and their functions and analyze logistics' role in supply chain efficiency.
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UNIT	TOPICS	WEIGHTAGE
1	Learning Organizations: - Definition - Features of a learning organization - Benefits of a learning organization - Difference between traditional and learning organizations, - How a learning organization improves over traditional organizations - Learning organization as an ideal organization, how to create a learning organization	25%
2	Risk and Change Management - Concept of risk and risk management - Types of risk - Risk minimization and transfer of risk - Causes of risk, Need for change - Understanding of change - Forces for change - Aim of change management - Managing change - Process of change - The behavioural and cognitive approach to change	25%
3	Leadership and Organizational Behaviour - Leadership and Organizational Behaviour in ancient India - Leading in a VUCA (Volatile, Uncertain, Complex, Ambiguous) environment - Cross-cultural leadership in a globalized world - Emotional intelligence and people management - Women in leadership and breaking the glass ceiling	25%
4	Logistics Management: - Definition and components of logistics management - Demand planning - Storage and materials planning - Inventory management - Transportation management - Control Functions of management: - Design - Order - Procurement - Reverse logistics Importance of logistics: - Efficiency - Supply chain - Delivery - Quality	25%

References:

- Human Resource & Personnel Management by K. Aswathappa, Tata McGraw-Hill Publishing (2nd edition).
- Human Resource Management by C.B. Gupta, published by Sultan Chand and Sons.
- Leadership Lessons from Indian Historyby V. Raghunathan
- The Diversity Scorecard: Evaluating the Impact of Diversity on Organizational Performance by Dr. Rohini Anand
- Logistics and Supply Chain Management Dr. K. S. Jagannathan
- Organizational Behavior by K. Aswathappa, Publisher: McGraw-Hill Education
- Managing Organizational Change: A Multiple Perspectives Approach" by S. K. Bhatia, Publisher: Global Vision Publishing House
- Risk Management in Organizations by A. K. Sethi, Publisher: Himalaya Publishing House
- Leadership: Theory and Practice by Peter G. Northouse, Publisher: Sage Publications India
- Leadership Lessons from Indian History by V. Raghunathan. Publisher: Penguin Random House
- Organizational Behavior by K. A. Gupta, Publisher: Sultan Chand & Sons
- Logistics Management and Strategy" by R. B. Chopra, Publisher: Pearson Education India
- Supply Chain Management: Strategy, Planning, and Operation" by Sunil Chopra, Publisher: Pearson Education India