

T.Y.B.Com External 2022-23

Management-4

- 1. Employee Empowerment** **10%**
 - Concept of Empowerment
 - Elements of Empowerment
 - Approaches to Empowerment
 - Importance of Empowerment
 - Barriers to Empowerment
 - Making Empowerment Effective
- 2. Social Security** **15%**
 - Concept of Social Security
 - Scope of social security
 - Women harassment at work place
 - Women harassment Act 2000
 - The maternity benefit Act 2000
- 3. Quality of Work Life and Work life Balance** **15%**
 - Concept of QWL and WBL
 - Measuring of QWL
 - Dimension of QWL
 - Principles of QWL
 - Techniques for improving QWL
 - Ways to improve work life balance
 - Importance of work life balance
- 4. Career Planning and Development** **15%**
 - Meaning of career planning
 - Career planning and man power planning
 - Career planning and succession planning
 - Objectives of career planning
 - Process of career planning
 - Advantages and limitations of career planning
 - Making career planning successful
- 5. Sustainable development and its goals** **10%**
 - Resource management
 - Four essentials of resource management
 - Resource management plans 3 concepts of sustainable development
 - Four components of sustainable development
 - Sustainable development goals
- 6. Strategic analysis** **10%**
 - Understanding a firm's competitive environment
 - Gaining advantage understanding the competitive environment
 - Using SWOT for strategic analysis
 - External environment analysis using PESTEL

- A firm's micro environment (PORTER 5 FORCES)
- The Internal Environment (competition, strategy and competitive advantage)
- Organizational structure and change

7. Supply chain Management

10%

- Definition
- Functions of supply chain management
- Importance of supply chain management
- Concept of green supply chain management
- Difference between green supply and conventional supply chain
- Advantages of adopting GSCM
- Barriers in GSCM implement

8. Managing Industrial Relations and Disputes

15%

- Concept of industrial relations and disputes
- Objectives of industrial relations
- Causes for poor industrial relations
- Causes of industrial disputes
- Prevention of industrial disputes
- Settlement of industrial disputes
- Measures for improving industrial relations

REFERENCES:

- 1. Human Resource & Personnel Management by K. Aswathappa, "Tata McGraw-Hill Publishing, 2nd editions.
- 2. Supply Chain Management, Processes, Partnership, Performances, by Lambert, Douglas.M. 3rd Edition 2008.
- 3. 3 legged Race, By Faisal Hoque,
- 3. V. Sambamurthy, Robert Zmud, Tom Trainer and Carl Wilson, Publishing, Prentice Hall/BTM Institute Dec-2005
- 4. Sustained Innovation- Converging Business & Technology to Achieve Enduring Performance By Faisal Hoque & Terry Kirk Patrick (BTM Press- March-2007
- Human resource management By C.B. Gupta published by Sultan Chand and sons