

Marathwada Mitra Mandal College of Commerce

M.Com 2023 NEP Pattern

Program Outcomes (PO):

1. Demonstrate an understanding of advanced commercial and business methods and processes, enabling learners to tackle and overcome challenges in the corporate world effectively.
2. Exhibit independent and logical thinking skills, leading to enhanced personality development and the ability to approach complex business situations with a critical mindset.
3. Recognize the significance of research in the business domain and apply research methodologies to address industry-specific problems and opportunities.
4. Acquire proficiency in various methods of data collection and interpretation, enabling learners to make informed decisions based on data-driven insights.
5. Enhance communication and analytical skills, fostering effective collaboration and problem-solving in professional settings.
6. Develop industry-ready competencies, preparing learners to thrive in the dynamic corporate environment.
7. Acquire essential knowledge to provide new insights and contribute to the promotion of a better work culture within corporate organizations.
8. Embrace and uphold correct values through capacity building and on-the-job training, reflecting ethical conduct and responsible business practices throughout their careers

Course Outcomes (CO)

Subject: Management Accounting (MA501 MJ)

- 1) Students will understand importance of management accounting and functions of Management Accounting.

- 2) Students will understand various decision-making techniques of marginal costing and its application in modern business.
- 3) Product Pricing decision-making capacity of the students will be developed.
- 4) Learners can prepare various budgets independently.

Subject: Industrial Economics (IE502MJ)

1. Learners will be acquainted with the concepts of industrial economics
2. The learners will get exposed to recent changes in industrial finance, measures to correct industrial imbalance etc.
3. The students will identify the location of industries and the concepts associated therewith
4. The learners will be aware of the industrial profile of Maharashtra
5. The students will develop an ability to apply and interpret the concepts of industrial economics

Subject: Research Methodology (RM529MJ)

1. Students will understand research process and can explore various ethical issues and modern practices in research.
2. Students will gain fundamental knowledge about Methods of Data Collection and formulating questionnaire. They will understand the process of Analysis and Interpretation of data.
3. Students will grasp knowledge on developing the most appropriate methodology for their research studies
4. Students will develop knowledge on how to write a research report by using different research methods and techniques.

Subject: Production & Operation Management (PO520MJ)

1. Students will be able to define the main goals, duties, and review of production and operation management and understand the significance of successful POM in achieving operational effectiveness and competitiveness.
2. Students will thoroughly understand production systems, which will serve as a strong basis for their further exploration of production and operation management principles and practices.
3. Students will learn about various operations management strategies and tactics, including inventory control and lean operations management. Additionally, they will learn about current trends and advancements in the industry as well as the difficulties faced in operations management.

4. Students will have a strong foundation in supply chain management principles, enabling them to apply them and optimize the movement of products and information across the supply chain to increase operational effectiveness and customer satisfaction.

Subject: Financial Management (FM522MJ)

1. Students will understand the Financial System of India and its role and importance in financial management.
2. Students will understand the concepts of financing and will gain knowledge on Financial Statement Analysis .
3. Students will understand how to make Investment Decisions and the importance of Capital budgeting techniques.
4. Students will have a strong foundation in understanding the meaning and nature of Working Capital management and to formulate Credit and Collection policy.
5. They will gain knowledge on how to evaluate a project and provide recommendations for the same.

Subject: E-Commerce (EC521MJ)

1. Students will understand the Role of E-Commerce Industry and the utility of ECommerce models.
2. Students will gain insight knowledge for E-Payment systems. How technology plays a vital role in the E-commerce sector will be learnt by them.
3. Students will be able to understand the recent e-marketing tools and their utility. How search engine operation help to search data will be learnt by them.
4. The functioning of Digital economy will be understood. Students will gain knowledge about various cyber threats and understand the importance of IT Act and Cyber security.

Subject: Financial Analysis and Control (FA551MJ)

- 1) To understand the Financial Analysis Techniques, Funds Flow and Cash Flow Analysis, and AS & Ind AS.
- 2) To apply the Financial Analysis Techniques for analysis and interpretation.
- 3) To understand the concept budgeting and its Appraisal Methods.
- 4) To analyze the financial information for decision-makings.

Subject: Strategic Management (ST552MJ)

1. Students will understand the concept and process of strategic management. Emergence of changes in modern business environment will be learnt by them.

2. Students will develop strategic analytical skills to design an effective strategic plan. They will gain technical and managerial skills in various areas of business administration.
3. Students will learn Development of Applicability skills for effective plan implementation. They will gain technical skills required for evaluation of alternatives and analytical skills for choice among alternatives
4. Students will have a strong foundation in understanding the formulation of sound functional Strategy in various areas of business. They will develop Analytical and Managerial Abilities for critical evaluation.

Subject: Business Ethics & Professional Values (BV568MJ)

1. Students will develop conceptual skills and understand the importance of business ethics adopted in different areas of business. Additionally they will be recognizing the significance of Professional Values and ethical obligations.
2. Students will improve analytical ability and gain technical and practical oriented skills.
3. They will build an understanding on practical importance of healthy distinctions on account of ethical behavioural approach towards stakeholders. Students will gain knowledge to understand Corporate Governance and Value Based Management systems.
4. Students will have a strong foundation in recognizing the unethical issues in Finance, Marketing, IT, HRM and at workplace. They will be able to recognize environmental issues and its impact on Business. How to achieve Sustainable Development will be understood by them.

Subject: Corporate Social Responsibility (CS569MJ)

1. Students will be able to understand the role of corporate social responsibility towards multistakeholder perspectives.
2. Students will thoroughly study theories, models, CSR policies and governance.
3. Students will learn about implementation of CSR programmes in corporations.
4. Students will have a strong foundation in the monitoring and measuring the impact of CSR programmes.

Subject: Elements of Knowledge Management (KM570MJ)

1. Students will develop conceptual skills and understand the importance of knowledge management. Additionally they will learn how important it is to create, share and store knowledge.
2. Students will improve analytical ability and gain technical and practice oriented skills.
3. Students will learn about how knowledge management is effective for change management. They will understand how knowledge management plays a pivotal role in various cross functional areas.

4. Students will have a strong foundation in knowledge strategies, enabling them to apply them and optimize the knowledge database. Students will understand the importance of knowledge audit and how it is beneficial for satisfaction of the organization.

Subject: Business Finance

1. Students will be able to understand the role and importance of corporate finance, and learn the calculation value of money.
2. Students will be able to understand the financial planning, theories of capitalization and estimation of finance need of firm.
3. Students will be able to learn the sources of finance to be tapped for running business successfully.
4. Students will be able to apply best practice in working capital management.

Subject: Project Management

1. Understand the concept of project management, need of projects and taxonomy of projects
2. Learn the insights of project identification formulation and implementation
3. Understand various aspects of project appraisal
4. Analyze the insights of project cost estimation and project financing.

Subject: Human Resource Planning and Development

1. Understand the concepts of HRM and get the knowledge about the approaches, functions and challenges of HRM in changing scenario of the business.
2. Gain knowledge of practically recruitment and selection process with the retention of manpower and succession planning.
3. Understand the importance of the concept and methods of performance appraisal and result based performance. They will well acquainted with Merit Rating, promotions, transfers, job description, job evaluation, job enlargement, job enrichment, job rotation.
4. Develop the knowledge of E-HR, its benefits, Cost effect and future of E-HR.
5. Understand various work policies and importance of Human Capital Management.

Subject: Project Management: Inputs, Monitoring and Control

1. Learn the insight of project management inputs
2. Understand the project monitoring and control
3. Learn the project organization and project contracts.

Subject: Organizational Behaviour

1. Develop understanding the concepts of organizational behaviour and evaluate the impact of globalization on OB.
2. Understand the characteristics of organizational culture and the concept of personality and its various dimensions
3. Understand the importance of motivation and its theories. They will also understand the definition of Emotional Intelligence, and can explain the characteristics and Importance
4. Understand how to manage with stress and understand conflict management and importance of working in teams.

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