

Course Code: BBAL 231	B.B.A.LL.B. – Semester-III Human Resource Management	L-4 T-0 P-0 C-4
Course Outcomes:	On completion of the course, the students will be:	
CO1.	1. Apply concept of human resource.	
CO2.	2. Demonstrate perspectives in different area of human resource and their competencies.	
CO3.	3. Able to understand impact of skilled human resource on organizational productivity.	
CO4.	4. Understand the Job analysis and issue related to training and development.	
CO5.	5. Evaluate and identify performance appraisal, Job evaluation and compensation system.	
Unit-1:	Human Resources Management (HRM): Meaning, Nature and Scope, Difference between HRM and Personnel Management, HRM functions and objectives, Evolution of HRM environment – external and internal. Human Resources Development in India: evolution and principles of HRD, HRD Vs. Personnel functions, Role of HR managers.	8 Hours
Unit-2:	Strategic Human Resource Management: Nature of Strategies and Strategic Management, Strategic Management Process – Environmental Scanning, Strategy Formulation, implementation and evaluation; Human Resources planning: Definition, purposes, processes and limiting factors; Human Resources Information system (HRIS): HR accounting and audit.	8 Hours
Unit-3:	Job Analysis – Job Description, Job Specification. The systematic approach to recruitment: recruitment policy, recruitment procedures, recruitment methods and evaluation. The systematic approach to selection: the selection procedure, the design of application form, selection methods, the offer of employment, and evaluation of process. Training and Development: Purpose, Methods and issues of training and management development programs.	8 Hours
Unit-4:	Performance Appraisal: Definition, Purpose of appraisal, Procedures and Techniques including 360-degree Performance Appraisal, Job Evaluation. Compensation Administration: Nature and Objectives of compensation, components of pay structure in India,	8 Hours
Suggested Readings:	1. Bhattacharyya – Human Resource Management, Text and Cases (Excel Books.) 2. Aswathappa K - Human Resource and Personnel Management (Tata McGraw Hill) 3. Decenzo- Human Resource Management (Wiley Dreamtech) 4. Dressler – Human Resource Management (Pearson Education) Ivanisevic – Human Resource Management (Tata McGraw Hill)	
* Latest editions of all the suggested books are recommended.		

Course Code: BBAL 232	B.B.A.LL.B. – Semester-III COST AND MANAGEMENT ACCOUNTING	L-4 T-0 P-0 C-4
Course Outcomes:	On completion of the course, the students will be able to:	
CO1:	Introduce problems of cost accounting such as measuring and reporting issues	
CO2:	Gain the ability of using accounting information as a tool in applying solutions for managerial problems, evaluating the financial performance, and interpreting the financial structure.	
CO3:	Preparing cost accounting information for planning and control and for the evaluation of products, projects and divisions.	
CO4:	Ability to identify and analyze cost accounting problems and opportunities in real life situations.	
CO5:	Develop decision making skills to the students in the cost & accounting analysis context.	
Unit-1	Introduction to Cost & Management Accounting: Meaning, Definition of Cost & Management Accounting. Role of Cost in decision making, Comparison of Management Accounting and Cost Accounting. Reconciliation of Cost and Financial Accounting. Types of cost, cost concepts, Elements of cost - Materials, Labour and overheads and their Allocation and Apportionment. Methods of Costing; Cost Sheet: Elements, types of cost-sheet, preparation of cost sheet.	8 Hours
Unit-2	Unit Costing: Meaning, uses of it. Practical Problems along with problems helping in decision making or forecasting. Computation of Tender Price. Tender Costing and Process Costing. Practical problems on Abnormal and Normal losses and theoretical aspects of Joint and By- products.	8 Hours
Unit-3	Marginal Costing: Marginal Costing versus Absorption Costing, Cost -Volume- Profit Analysis and P/V Ratio Analysis and their implications, Concept and uses of Contribution & Breakeven Point and their analysis for various types of decision-making like single product pricing, multi product pricing, replacement, sales etc. Differential Costing and Incremental Costing: Concept, uses and applications, Methods of calculation of these costs and their role in management decision making like sales, replacement, buying etc.	8 Hours
Unit-4	Standard Costing: Concept of standard costs, establishing various cost standards, calculation of Material Variance, Labour Variance and Overhead Variance, and its applications and implications. Neo Concepts for Decision Making: Activity Based Costing, Value Chain Analysis, Target Costing & Life Cycle Costing. Responsibility Accounting & Transfer Pricing: Concept and various approaches to Responsibility Accounting, concept of investment center, cost center, profit center and responsibility center and its managerial implications	8 Hours
Selected Readings	1. Bhattacharya Debarshi – Cost & Management Accounting- Pearson Publications. 2. Reddy TS & Reddy Prasad Hari Y - Margham Publications. 3. Arora MN, A Textbook of Cost and Management Accounting, Vikas Publishing House.	
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Course Code: 233	B.B A.LL.B. – Semester-III ECONOMICS I (Micro Economics)	L-4 T-0 P-0 C-4
Course Outcomes:	On completion of the course, the students will be able to:	
CO1:	Understand fundamental microeconomic principles like demand, supply, and equilibrium.	
CO2:	Analyze consumer behavior and decision-making processes.	
CO3:	Examine different market structures and their characteristics.	
CO4:	Study production, cost analysis, and profit maximization.	
CO5:	Apply microeconomic concepts to legal and policy-related issues.	
Unit-1	Introduction Difference between Micro & Macroeconomics, Introduction to basic Theories in Macroeconomics –Classical, Keynesian & Post Keynesian	8 Hours
Unit-2	: National Income Accounting Circular flow of Income Model – Two & Three sector models (Closed only) National & Domestic Product – different types & their significance, National Income – meaning, significance.	8 Hours
Unit-3	Money & Interest Types & Functions of money, Classification of Money, Demand for & Supply of Money (inclusive of Money Multiplier) Theories of Money – Cambridge & Fisher Theory Inflation & Deflation – Types, Reasons & their Effects, Monetary Policy & its Tools.	8 Hours
Unit-4	Short Run Analysis Characteristics of Short Run, Simple Keynesian Model /Theory – Consumption Function, Investment Function, multipliers	8 Hours
Unit-5:	Business Cycle & Unemployment Business Cycle –Definition, reason, scope, effects & features. Unemployment – types, reason, scope & effects.	8 Hours
Text Books:	1. "Microeconomic Theory" by Andreu Mas-Colell, Michael D. Whinston, and Jerry R. Green 2. "Intermediate Microeconomics: A Modern Approach" by Hal R. Varian	
Reference Books:	1. Dwivedi D.N., "Macroeconomic Theory & Policy", Tata Mac Graw Hill 2. Samuelson & Nordhaus, "Economics", Tata Mac Graw Hill 3. Shapiro, "Macroeconomic Analysis", Galgotia.	
*Latest editions of all the suggested books are recommended.		

Course Code: BBAL 234	BB.A.LL.B. – Semester-III BUSINESS ETHICS	L-4 T-0 P-0 C-4
Course Outcomes:	On completion of the course, the students will be able to:	
CO1:	Apply concepts of ethics, morality, values and utilize them to solve typical real life business problems.	
CO2:	Demonstrate the ethical perspectives of Indian Ethos.	
CO3:	Exhibit the understanding of corporate social responsibility.	
CO4:	Exhibit understand the compelling needs of morality in business.	
CO5:	Apply various concept of ethical leadership & ethical culture.	
Unit-1	Ethical Deficit and Erosion, Concern about Ethics: Personal Ethics and Integrity, Definition of Ethics, Relevance of Ethics in Business, Arguments for and against Business Ethics, Ethical Principles in Business, Ethics, Morality, Law, Religion, Resolving Ethical Dilemma and Conflict	8 Hours
Unit-2	Issues & Institutionalism, Emerging Business Ethics Issues, the Institutionalization of Business Ethics; Values Concept and Types: Model based on Rokeach Value Survey, Ethics and Values, Personal Values, Social Values, Moral Values, Spiritual Values, Values Conflict and its Reconciliation, Values and Behavior.	8 Hours
Unit-3	The Decision-Making Process, Ethical – Making and Ethical Leadership, Individual Factors: Moral philosophies; organizational factors: the role of ethical culture and relationship.	8 Hours
Unit-4	Implementing Business ethics in a global economy, developing an effective ethics program implementing and auditing an ethics program, business ethics in a global economy.	8 Hours
Suggested Readings:	1. Velasquez – Business Ethics – Concepts and Cases (Prentice Hall, 6th Ed.) 2. Reed Darryl – Corporate Governance, Economic Reforms & Development (Oxford). 3. S.S. Iyer - Managing for Value (New Age International Publishers, 2002) 4. Laura P Hartman Abha Chatterjee - Business Ethics (Tata McGraw Hill, 2007) Mathur UC – Corporate Governance & Business Ethics (McMillan).	8 Hours
*Latest editions of all the suggested books are recommended.		

Course Code: BBAL 235	BB.A.LL.B. – Semester-III LAW OF CONTRACT II	L-4 T-0 P-0 C-4
Course Outcomes:	On completion of the course, the students will be able to:	
CO1:	Defining and understanding the concept of special contracts and their essentials.	
CO2:	Explaining the laws related to Special Contact in India.	
CO3:	Analyzing the practical approach & applicability of contract laws in various arenas	
CO4:	Assessing the problems and loopholes in contractual law sin theory & practice.	
CO5:	Comparing the prevailing Indian laws and laws of the other nations.	
Unit-1	Specific Contracts Contract of Indemnity, Contract of Guarantee, Contract of Bailment, Contract of Pledge & E-Contract	8 Hours
Unit-2	Agency Concept of Agency, Kinds of Agents, Creation of Agency, Rights and Duties of Agents & Termination of Agency	8 Hours
Unit-3	Government Contract Constitutional Provisions, Parties, Formalities & Contractual Liability of Government	8 Hours
Unit-4	Sale of Goods Act Formation of Contract of Sale, Conditions and Warranties, Caveat Emptor, Transfer of Title & Unpaid Seller	8 Hours
Unit-5:	Indian Partnership Act Meaning, Kinds and Essentials of Partnership, Kinds of Partners & their mutual Rights and Duties, Authorities & Liabilities, Dissolution of partnership & Consequences of non-Registration	8 Hours
Case law-	1. State of Orissa Vs United India Insurance Co. Ltd. In the Supreme Court of India, Civil Appeal No. 961 of 1978. 2. North British Insurance Co. Vs Lloyd (1854) 10 Ex. 523:156 E.R.545 3. Dwarikesh Sugar Industries Ltd. Prem Heavy Engineering Workers (P) Ltd. 1997 AIR 2477, 1997 4. Amritlal Vs State of Travancore 1968 SCR (3) 724 5. U.P. State Sugar Corporation Vs Sumac International Ltd (1997) 1SCC 568	
Text Books:	1. Singh Avtar, Mercantile Law, Eastern Book Company, Lucknow 2. Rai Kailash, Law of Contract, Central Law Publication, Allahabad 3. Kapoor S.K. Contract-I and II, Central Law Agency, Allahabad 4. Meena R. L Law of Contract, Universal Law publishing Agency, Delhi	
Reference Books:	1. Pollock & Mulla, revised & edited by Nilima Bhadbhade Indian Contract Act, 1872 2. Anson's Law of contract oxford 29 th edition Oxford University Press	

***Latest editions of all the suggested books are recommended.**

Course Code: BBAL 236	BB.A.LL.B. – Semester-III CONSTITUTION-II	L-4 T-0 P-0 C-4
Course Outcomes:	On completion of the course, the students will be able to:	
CO1:	Remembering the important provisions of the constitution regarding the appointment and powers of President, Chief Justice of India, composition and Powers of the Parliament and State Legislature, Centre-State relations etc.	
CO2:	Understanding the concept of Governance and how the relationship between Center and states are maintained.	
CO3:	Applying the concept of constitutional provisions related to Union and state in practical life.	
CO4:	Examining and analysing the success and short comings of the Indian Constitution regarding certain needs.	
CO5:	Creating new ideas and patterns for the growth and development of Center-State relations etc.	
Unit-1	Union & State Executive : President (Appointment and Powers), Position of President in Indian Constitution, Governor (Appointment & Powers), Role of Governor, Prime Minister & Council of Ministers	8 Hours
Unit-2	Union & State Legislature: Parliament Composition & functions, State Legislature Composition, and Functions, Parliamentary Privileges	8 Hours
Unit-3	Union and state judiciary : Composition of Supreme Court & High Courts, Appointment Procedure of Judges, Jurisdiction and Powers of Supreme Court & High Court, Independence of Judiciary & Judicial Activism	8 Hours
Unit-4	Relationship between Center & State : Legislative Relationship, Administrative Relationship & Financial Relationship	8 Hours
Unit-5:	Emergency & Amendment : National Emergency, State Emergency, Financial Emergency, Amendment in Indian Constitution: Procedure and important amendments (42 & 44), and Doctrine of Basic Structure	8 Hours
Case law-	1. Keshwanand Bharti Vs State of Kerala (1973) 4 SCC 225 2. S.P. Gupta Vs Union of India AIR 1982 SC 149 3. S.C. Advocates on Records of Association Vs Union of India [(1993) 4 SCC 441 4. Inre Keshav Singh Vs Speaker, Legislative Assembly AIR 1965 SC 745 5. I.R. Coelho Vs State of Tamandu AIR 2007 SC 861	
Text Books:	1. Shukla V. N., Constitution of India, Easter Book Company, Lucknow 2. Pandey, JN Constitution of India, CLA, Allahabad	
Reference Books:	1. Jain M.P., Outline of Indian Constitution, Lexis Nexis Butterworth Wadhwa Publication, Nagpur 2. Paylee M.D., Constitution of World, Universal Law Publishing Company, Delhi 3. Seervai H.M., Constitutional Law of India, Universal Law Publishing Company, Delhi	
*Latest editions of all the suggested books are recommended.		

