

**MBA (HR) PROGRAMME DESIGN UNDER CHOICE BASED CREDIT SYSTEM**  
**DEPARTMENT OF BUSINESS ADMINISTRATION (HUMAN RESOURCE)**  
**THE UNIVERSITY OF BURDWAN**

**THE PROGRAMME**

The Master of Business Administration (Human Resource) i.e. MBA (HR) programme is a full-time, post graduate programme in Human Resource Management offered by the Department of Business Administration (Human Resource), The University of Burdwan. The programme is designed to enable students to comprehend the wide range of contemporary concepts, techniques and practices in the field of human resource management and understand the imperatives that influence the field.

**PROGRAMME OBJECTIVE**

To turn out a repertoire of budding executives thoroughly conversant with the general principles of management along with the tools and techniques pertinent thereto and have specialized in-depth knowledge and expertise in management of human resources of an organisation.

**PROGRAMME STRUCTURE**

The courses for the MBA (HR) programme are offered in the following areas:

1. *Foundations of Management*
2. *Human Resource Management*
3. *Organisational Behaviour*
4. *Strategic Management*
5. *Marketing Management*
6. *Accounting & Finance*
7. *Systems, Operations & Decision Sciences*
8. *Other Emerging Areas*

There shall be two types of courses *viz.* Core Courses and Elective Courses. A student is compulsorily required to take the core courses as part of the core requirement of the MBA (HR) programme. Elective courses can be chosen from a pool of courses offered by the parent department or other departments. Students can choose the electives from the courses which facilitate improved understanding of the subject or provide exposure to other disciplines/subjects. Elective courses offered by the parent department would be considered as Departmental Electives or Major Electives. Elective courses offered by other departments/disciplines would be referred to as Non-departmental Electives or Minor Electives. Students from other departments can choose the non-departmental/minor electives from the options available in the curriculum. A course code has been denoted with an alpha-numeric symbol signifying the programme name, semester, area and the serial no. of the course under the particular semester. Major elective courses and minor elective courses have been prefixed with the letters E and ME respectively before the numeric digits in the course code.

## **PROGRAMME ADMINISTRATION**

In order to complete the MBA (HR) programme, a student is required to obtain **102 credits**. Each of the courses in the identified areas carries 3 credits (excluding Inter-disciplinary Elective offered by other departments/SWAYAM platform, Summer Internship Project, Dissertation and Field Work and Community Engagement). The credit distribution for the programme is as follows:

- **54 credits from 18 core courses** (excluding Summer Internship Project and Dissertation and Field Work)
- **6 credits** from Summer Internship Project (3 credits) and Dissertation and Field Work (3 credit)
- **2 credits** shall have to be earned from Community Engagement Course.
- **40 credits from elective courses as follows:**
  - **24 credits** from 8 elective courses in the Human Resource Management Area.
  - **12 credits** from 4 elective courses from the areas excluding Human Resource Management Area.
  - **4 credits** from Inter-disciplinary elective course offered by other departments/course through SWAYAM platform following the provisions and stipulations of the university regulations.

The other details relating to the programme based on Choice Based Credit system are as follows:

- Theoretical courses of 3 and 4 credits entail 30 and 40 lecture hours respectively including tutorials.
- Each course carries 100 marks (excluding Interdepartmental elective course and community engagement course) of which 20% will be reserved for internal assessment for all theoretical courses and the remaining 80% will be for written examination. Internal Assessment will be made during the semester on the basis of attendance (25%) and assignment/class test/viva (75%). The marks distribution for Interdepartmental elective course and community engagement course would be 50 marks (80% will be for written and 20% will be reserved for internal assessment) and 20 marks (Report writing: 10 marks & Presentation and viva-voce: 10 marks) respectively, unless otherwise specified in the relevant regulation of the university.
- Emphasis will be given on case study-based teaching in the relevant courses of the programme.
- **For Summer Internship Project (MBAHR2206), students will be required to undergo summer training of 4-6 weeks duration in an industrial, business or service organisation by taking up a project study. The report will have to be submitted as per the notification of the department/university.**
- **Course MBAHR4203 Dissertation and Field Work, will be segregated into two components: Dissertation and Field Work. Dissertation will be based on Contemporary Issues in Human Resource Management. Field Work will be based on industry visit(s) to be organised by the department/study signifying macro level Human Resource Development. The choice of Dissertation and Field Work will be decided by the Department/PGBS.**

- In semester IV, each student shall have to compulsorily participate in Community Engagement Course (MBAHR4204) from the specified programmes subject to the approval of the Department/PGBS. Community Engagement activities will be based on components like involvement in activities aimed at the excluded class/deprived children, visit to villages and identification of socio-economic issues on rural livelihood/rural society, understanding rural institutions, participation in rural development programmes, serving the interests of informal workers, career counseling for the students of the excluded group, participation in literacy camps and other types of activities as specified and approved by the department.
- A single report comprising three separate sections on Dissertation, Field Work and Community Engagement Course will have to be submitted within the deadline set by the department/university.
- The list of electives to be offered in a particular semester would be decided by the departmental committee.
- Students from other departments can opt for the Inter-disciplinary Elective courses from the different areas by obtaining necessary permission from their concerned departments.
- The Semester Grade Point Average (SGPA) and Cumulative Grade Point Average (CGPA) shall be calculated as per extant university regulations.
- Issues relating to admission, attendance, examination, programme administration, etc. will be governed by the relevant policies, rules and regulations of the university.

<b>CORE COURSES</b>		<b>ELECTIVE COURSES</b>	
<b>SEMESTER-I</b>			
MBAHR1101	Management Process and Organisation Theory (MPOT)	MBAHRE1408	Corporate Governance (CG)
MBAHR1102	Managerial Economics (ME)	MBAHRE1109	Indian Ethos and Business Ethics (IEBE)
MBAHR1303	Organisational Behaviour (OB)	MBAHRE1110	Indian Economy and Policy (IE&P)
MBAHR1504	Fundamentals of Marketing Management (FMM)	MBAHRE1111	Development Economics (DE)
MBAHR1605	Basic Accounting and Finance (BAF)	MBAHRE1112	Business Laws (BL)
MBAHR1206	Fundamentals of Human Resource Management (FHRM)		
MBAHR1707	Fundamentals of Production and Operations Management (FPOM)		
<b>SEMESTER-II</b>			
MBAHR2101	Research Methodology (RM)	MBAHRE2407	Corporate Social Responsibility and Sustainability (CSRS)
MBAHR2202	Human Resource Planning and Development (HRPD)	MBAHRE2208	Managerial Counselling and Negotiation Skills (MCNS)
MBAHR2103	Managerial Communication and Skill Development (MCSD)	MBAHRE2209	Trade Unionism and Collective Bargaining (TUCB)
MBAHR2204	Compensation and Benefits Management (CBM)	MBAHRE2210	Understanding Self: Indian Perspective (USIP)
MBAHR2205	Training and Development (T&D)	MBAHRE 2311	Organisational Change and Development (OCD)
MBAHR2206	Summer Internship Project (SIP)	MBAHRE2712	Quantitative Techniques for Human Resource Management (QT)
		MBAHRE2113	Business Environment (BE)
		MBAHRE2614	Corporate Finance (CF)
		MBAHRE2615	Financial Statement Analysis (FSA)
		MBAHRE2616	Corporate Reporting (CR)
<b>SEMESTER-III</b>			
MBAHR3401	Introductory Strategic Management (ISM)	MBAHRE3205	Economics of Human Resources (EHR)
MBAHR3202	Performance Management and Competency Mapping (PMCM)	MBAHRE3206	Human Resource Management in Service Sector (HRMSS)
MBAHR3203	Fundamentals of Industrial Relations (FIR)	MBAHRE3207	Stress Management and Employee Well-being (SMEW)
MBAHR3204	Labour Laws-I (LL-I)	MBAHRE3208	Employee Empowerment and Engagement (EEE)
		MBAHRE3309	Team Dynamics at Work (TDW)

		MBAHRE3310	Leadership (LSP)
		MBAHRE3311	Ergonomics (ERG)
		MBAHRE3712	Management Information System (MIS)
		MBAHRE3413	Corporate Creativity and Strategic Innovation (CCSI)
		MBAHRE3814	Infrastructure Management (IM)
		MBAHRE3815	Health Care Management (HCM)
		MBAHRE3816	Social Enterprise Management (SEM)
		MBAHRE3617	Financial Institutions and Markets (FIM)
		MBAHRE3618	Business Valuation (BV)
		MBAHRME3419	Industrial Organisation and Competitive Strategies (IOCS) ( <i>Interdepartmental Elective</i> )
		MBAHRME3220	Human Resource Development (HRD) ( <i>Interdepartmental Elective</i> )
		<i>Interdepartmental Elective course(s) will be offered to the students of allied/other departments.</i>	
<b>SEMESTER—IV</b>			
MBAHR4201	Labour Laws-II (LL-II)	MBAHRE4205	International Human Resource Management (IHRM)
MBAHR4202	Strategic Human Resource Management (SHRM)	MBAHRE4206	Human Capital Management and HR Audit (HCMA)
<b>MBAHR4203</b>	<b>Dissertation and Field Work (D&amp;FW)</b>	MBAHRE4207	Contemporary Employment Relations (CER)
<b>MBAHR4204</b>	<b>Community Engagement (CE)</b>	MBAHRE4208	Human Resource Information System (HRIS)
		MBAHRE4409	Entrepreneurship Development (ED)
		MBAHRE4410	Knowledge Management and Business Excellence (KMBE)
		MBAHRE4411	Innovation Management (IM)
		MBAHRE4712	Total Quality Management (TQM)
		MBAHRE4213	Cross Cultural and Diversity Management (CCDM)
		MBAHRE4214	HR Analytics (HRA)
		MBAHRE 4215	International Labour Organisation and International Labour Laws (ILO&ILL)
		MBAHRE4416	Strategic Management of Non-Profit Organisations (SMNPO)
		MBAHRE4517	Employer Branding (EB)
		MBAHRE4818	Management of Rural Business (MRB)
		MBAHRE4819	Sports Management (SM)
		MBAHRE4820	Educational Institutions Management (EIM)