

F.Y.B.COM COMMERCE Syllabus Semester II



**Hindi Vidya Prachar Samiti's
Ramniranjan Jhunjhunwala College
of Arts, Science & Commerce**

(Empowered Autonomous College)

Affiliated to

UNIVERSITY OF MUMBAI

Minor Subject

Syllabus for the F.Y.B.Com

Program: F.Y.B.Com

Program Code: RJMAJCOM124 /

RJMINCOM124

(National Education Policy 2020)

Level 4.5

(CBCS 2023-24)

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THE PREAMBLE

Why Commerce?

Commerce is as old as human civilization. Since ancient times commerce has been practiced all over the world, but the nature of commerce has changed over the years with the changes in economies around the world. Thus, it has become an inseparable part of everyone's life. Human wants are unlimited and becoming multiplied with social and economic developments. Commerce has the capacity to satisfy our needs and provide better life to society and human beings as it encompasses business, profession and employment. The scope of commerce is broader than any other subject because it deals with several human activities like marketing, banking, transportation, management, investments etc. Globalisation has brought many countries close to each other indicating the need of trade and commerce between different nations for sharing resources, mutual development, updating know-how etc. Policies of the Government of India like 'Ease of doing', 'Atma Nirbhar Bharat', 'Start ups', 'Digital India' have encouraged new entrepreneurship in India in the 21st century.

The Indian economy is one of the fastest growing economies in the world. A goal of 5 trillion Indian economies in near term would expedite trade and commerce transactions. This has made learning of commerce indispensable, even if it is occupied in every field whether it is science, engineering, or IT. It develops skills and knowledge required for pursuing multiple career options. Students get a wide range of subject knowledge such as finance, marketing, management, accounts, advertising, law etc. which will be useful for them for pursuing their higher studies, employment or starting their own venture. Thus, commerce without human and business life will be next to impossible.

NEP 2020 aims at making the Indian education system more employment and skill oriented. This will help the country to be competitive globally in terms of skilled manpower. In this regard commerce will play a very significant role in different sectors of economy to meet the individual, social and national objectives.

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Why Commerce at RJ College?

The department was established in 1981. The first batch of B.Com- aided courses started with 360 students in 1981-82. With a legacy of forty years, today the department offers both UG and PG programs in the subject of commerce with specialisation at PG level in Accountancy and Management which is affiliated to and recognised by Mumbai University. The department also has a Ph.D. research centre in commerce. This provides a vertical progression of students in higher studies in the same college campus. The Department of Commerce invites eminent speakers to deliver lectures on different topics to make the students understand the latest trends in the industry. CORPORA is an Annual departmental fest which comprises different events that bring out hidden talent and skills among the students and also foster entrepreneurship among the students. In addition, the department conducts experiential visits to industry and different institutions which gives students an opportunity to learn practical knowledge along with bookish knowledge. The Department of Commerce is also offering a Value added Course of 2 credits to extend the knowledge and skills of students other than academics.

Syllabus :-

Under autonomy, the department has made curriculum more robust by incorporating skill-based learning and value-added courses that impart practical knowledge of the subject to the students. The syllabus for commerce for all six semesters is meticulously designed so as to make the students understand the knowledge of different fields like Business Development, Service sector, Management, HRM, Marketing, Advertising, Export Marketing and Business Law. The course contents are updated so as to keep students in line with trends in industry. The course contents are designed to improve student's employability and skills required for employability.

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DISTRIBUTION OF TOPICS AND

CREDITS F.Y.B.COM

COMMERCE SEMESTER II

Course	Nomenclature	Credits	Topics (Modules)
RJMAJCOM124 / RJMINCOM124	COMMERCE- IV (Organisational Behaviour)	03	1. Introduction to Organizational Behaviour 2. Organizational Culture and Organizational conflict 3. Organizational change and Development

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SEMESTER	:	SEM II (MINOR SUBJECT)
TITLE OF THE SUBJECT/COURSE	:	Commerce - IV (Organizational Behaviour)
COURSE CODE	:	RJMAJCOM124 / RJMINCOM124
CREDITS	:	03
DURATION	:	45 LECTURES

LEARNING OBJECTIVES	
1	To make students understand key Organizational Behaviour concepts.
2	To familiarize students with fundamental concepts and theories related to Organizational Behaviour.
3	To analyse and evaluate various aspects of organizational culture, conflict, change, and development.
4	To explain students about skills involved in managing diverse workforces, coping with stress, and implementing change within organizations.

COURSE OUTCOME NUMBER	On completing the course, the student will be able to:	PSO Addressed	BLOOMS LEVEL
CO1	To familiarize the students with the basic concept of organizational behaviour.	1,2	1,2
CO2	The main goal of this course is to increase students' awareness about organisational behaviour including its effectiveness, efficiency, and overall corporate performance.	2,3	1,2,3
CO3	Learners will be enabled to develop understanding on Organizational Culture and Organizational Conflict	1,2,3	2,3,4,5
CO4	Students will gain knowledge about Organizational Change and Development.	3,4,5,6	1,2,4,5

F.Y.B.COM COMMERCE Syllabus Semester II**F.Y.B.COM SEMESTER II**

Title of Course: Commerce IV (Organizational Behaviour)		Lectures
No. of credits: 03		
Subject Code: RJMAJCOM124 / RJMINCOM124		45
Module I	Introduction to Organizational Behaviour	15
	- Organizational Behaviour- Concept, Features - Goals of Organizational Behaviour - Fields / Levels of Organizational Behaviour - The Interdisciplinary nature of Organizational Behaviour - Models of Organizational Behaviour - Scope of Organizational Behaviour - Meaning and Challenges of Managing a workforce diversity - Limitations of Organizational Behaviour - Maslow's need Hierarchy theory of motivation - McGregor Theory X and Theory Y	
Module II	Organizational Culture and Organizational conflict	15
	- Concept and characteristics of Organizational Culture - Functions and Types of Organizational Culture - Factors creating Organizational Culture - Forces of maintaining Organizational Culture - Transmitting Organizational Culture - Organizational conflict – Concept , Sources of Conflict - Effects of Organizational conflict - A Model of Conflict and tactics of negotiation - Stress – Concept, Sources/causes of stress - Effects/symptoms of stress - Stress Management - Strategies	
Module III	Organizational Change and Development	15
	- Organizational change – Concept, Nature. - Resistance to Change – Reasons, Types and Benefits of Resistance. - Steps involved in implementing change successfully. - Transformational Leadership and Change. - Building support for change. - Organizational Development – Concept, Features. - Process of organizational development. - Major OD Intervention Strategies - Factors determining Organisational Cultural change. - Benefits and Limitation of organizational development - Work from home – concept and effects	

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Reference Books

1. Stephen P. Robbins “Organizational Behaviour” prentice Hall of India private ltd.
2. Mirza S. Saiyadain “Organizational Behaviour” Tata McGraw Hill.
3. John Bratton “work and Organizational Behaviour” Militza callinan Carolyn Forshaw and Peter Sawchuk Palgrave Macmillan, New York.
4. Margie Parikh and Rajen Gupta “Organizational Behaviour” Tata McGraw Hill Education Private limited, New Delhi.
5. Suja Nair “Organizational Behaviour” Himalaya Publishing House, Mumbai.
6. John R. Schermerhorn, James Hunt, Richard Osborn, Mary Ulh Bien, “Organizational Behaviour” John Wiley and Sons Publications, San Francisco.
7. Don Hellriegel & John W. Slocum “Organizational Behaviour” , South WestrenCenage Learning Publications.
8. Joan V. Gallos ``Organizational Behaviour” John Wiley and sons Publications, San Francisco.

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PAPER PATTERN

INTERNAL EXAMINATION

1. There will be 01 Internal Assessment Tests of 25 Marks each is conducted in Each Semester.
2. Duration of each Internal Assessment Test of 25 marks will be 30 minutes.
3. Each Internal Assessment Test will have 25 questions. Nature of questions may be - **Multiple Choice Questions / True or False/ Match the Following**

**PAPER PATTERN SEMESTER END EXAMINATION
(COMMERCE – III & COMMERCE – IV)**

SEMESTER END EXAMINATION

Marks: 50

Duration: 01.30 hrs.

Q.1 Answer any TWO of the following.

(15)

- a) }
b) } Questions from **Module I**
c) }

Q.2 Answer any TWO of the following.

(15)

- a) }
b) } Questions from **Module II**
c) }

Q.3 Answer any TWO of the following.

(15)

- a) }
b) } Questions from **Module III**
c) }

Q.4 Write Short Notes on: (Any 1 out of 3).

(05)

- a) }
b) } **One Short Note from each modules**
c) }

F.Y.B.COM COMMERCE Syllabus Semester II**Mapping of Syllabus****Mapping of Syllabus to employability /entrepreneurship/ skill development**

Class	Course Name	Course Code	Unit No. and topics focusing on Employability / Entrepreneurship / Skill Development	Specific activity	Relevance in Local, Regional , National and Global Development Needs
F.Y.B.Com Semester II	Commerce IV (Organisational Behaviour)	RJMAJ COM12 4 / RJMIN COM12 4	Unit I: Understanding basic competencies required for Organizational behaviour, Skills enhancement in interdisciplinary nature of Organizational behaviour. Unit II: Develops skill for handling organizational conflicts and developing good organizational culture and also develops skills for stress management for better employability. Unit III: Provide knowledge about organizational change and development with leadership skills for supporting change in organization.	Case Study Field Visit Assignment Projects	Local , Regional National and Global

