

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

SYBCOM-MS Syllabus Semester III & IV



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

Affiliated to  
UNIVERSITY OF MUMBAI

Syllabus for the S.Y.B.COM (M.S.)

Program: B.COM (M.S.)

Program Code: RJCUBCOMMS

Course Code: OEC

National Education Policy (NEP 2020)

## THE PREAMBLE

### ***Why BCOM MS?***

Studying management gives you all the skills you need to deal with employees in a professional and an organized manner. It will also give you the knowledge and confidence you need to direct teams successfully. However, it's important to remember that before you can manage other people, you need to know how to manage yourself. Completing a management degree will help you to learn a range of essential skills such as self-discipline, and organization which you'll also be able to use when managing others in the future.

### ***Why BCOM MS at RJ College?***

The B.COMMS department was introduced in the year 1999 and since its inception there is no turning back with lots of innovative methods in grooming the future managers and entrepreneurs. Our strength is our teaching faculties comprising both core and full time faculties with good industry exposure. We not only train the learners in theoretical knowledge but also give them a wide industrial exposure by motivating the students to take up internships and arranging industrial visits for all the three years.

To be more employable and saleable in the job market we take up initiatives to develop the language proficiency of the learners. Students are motivated to participate in various intra collegiate and intercollegiate competitions. Opportunities are provided to make projects and presentations. Emphasis is on following the case study pedagogy for developing the managerial and leadership skills.

The Rotaract Club of RJ College is managed by the B.COMMS department which contributes towards the Personality Development of the students. It also gives them a wide international exposure and extensive networking. The club is also instrumental in making the students more humanitarian, ethical and a good human being through community services.

### ***Our Curriculum, Your Strength***

The curriculum is designed in such a way that it helps the students to develop cognizance of the importance of management principles. The curriculum takes the learners not only through the journey of management and leadership functions but also focuses on their moral and ethical development.

The curriculum would evolve the learner to be more innovative and creative in the field of management. It would also give an opportunity to the learners to explore the entrepreneurial avenues.

Studying management gives you all the skills you need to deal with employees in a professional and an organized manner. It will also give you the knowledge and confidence you need to direct teams successfully.

However, it's important to remember that before you can manage other people, you need to know how to manage yourself. Completing a management degree will help you to learn a range of essential skills such as self-discipline, and organization which you'll also be able to use when managing others in the future.

### **PROGRAM OUTCOMES OF GENERAL UNDERGRADUATE DEGREE PROGRAMS**

Students of all undergraduate degree programme at the time of graduation will be benefited will be able to

#### ***Critical Thinking***

Comprehend the matter they come across and be capable to take a sound viewpoint about things which will highlight their intellectual acumen as well as enable them to look at the world through multiple lenses

#### ***Effective communication***

Listen, speak, read and write. They should communicate properly by conveying their thoughts. They will use technology for communication. They will be able to network with people with all available channels. They will be developing communication skills in English, Hindi and a local language would be an added advantage.

#### ***Social Interaction***

Respect each other and should be able to resolve conflicts and help in reaching amicable solution. They should be able to work in diverse teams. They should be able to distinguish when and what is socially acceptable.

#### ***Responsible citizen***

Contribute to Nation development through social service. Being empathetic and sympathetic to fellow beings.

#### ***Honesty and Integrity, Ethics***

Recognize different values and systems and respect them. In decision making moral values should be given prime importance.

#### ***Environmental and Sustainability***

Environmental issues would be considered and problem solving with sustainable development would be chosen.

#### ***Life Long learning***

Enjoy learning in every situation.

**Programme Specific Outcome B.Com. (M.S.)**

Management skills play a vital role in every individual's life. The course would enable the learners to inculcate academic knowledge and skills to pursue a career in management not only at the domestic level but also at the global level. It also helps the learners to have a better and a broader understanding of businesses with respect to specific areas of Finance, Marketing and Human Resource Management.

Learners will be better equipped towards team work, Time management, Stress Management and also be more creative and innovative. Learners will be trained to be not only business leaders but also entrepreneurs. The curriculum also imbibes courses that would make students more employable and a good human being. The curriculum provides an opportunity to all the learners to choose their area of specialization in terms of Finance, Marketing and Human Resource Management

**PSO1** The course would enable the learners to inculcate academic knowledge and skills to pursue a career in management not only at the domestic level but also at the global level.

**PSO2** Learners will be better equipped towards team work, Time management, Stress Management and also be more creative and innovative.

**PSO3** Learners will be trained to be not only business leaders but also entrepreneurs.

**CREDIT STRUCTURE FOR SEMESTER III**

| Sr No | Course Code    | Subject                   | Credits | Topic                                                                                                                                             |
|-------|----------------|---------------------------|---------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| 1     | RJOECBAMMCS232 | Corporate Legal Framework | 2       | 1. Companies Act, 2013<br>2. Contract Act, 1872<br>3. Sale of Goods Act, 1930<br>4. Negotiable Instruments Act, 1881 & Intellectual Property Laws |

**CREDIT STRUCTURE FOR SEMESTER IV**

| Sr No | Course Code    | Subject                                 | Credits | Topic                                                                                                                                                                                                                                                    |
|-------|----------------|-----------------------------------------|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1     | RJOECBAMMCS242 | Employment Laws & Corporate Regulations | 2       | 1. Industrial Disputes Act, 1947<br>2. Factories Act, 1948 & Payment of Bonus Act, 1965<br>3. Employees' Provident Funds and Miscellaneous Provisions Act, 1952<br>4. Maternity Benefit Act, 1961 & Contract Labour (Regulation and Abolition) Act, 1970 |

## SYBCOM-MS Syllabus Semester III &amp; IV

|                              |   |                               |
|------------------------------|---|-------------------------------|
| SEMESTER                     | : | III                           |
| TITLE OF THE SUBJECT /COURSE | : | Corporate and legal framework |
| COURSE CODE                  | : | RJOECBAMMCS232                |
| CREDITS                      | : | 2                             |
| DURATION (Hours)             | : | 30                            |

| SYB.COM MS                                      | SEMESTER III                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| RJOECBAMMCS232<br>Corporate and legal framework | <b>Course Outcomes:</b><br>1. Understand the key provisions and requirements of the Companies Act, 2013, related to company formation, corporate governance, directors' duties, and corporate restructuring.<br>2. Analyze and apply the principles of the Contract Act, 1872, in the context of contract formation, performance, discharge, and remedies for breach.<br>3. Evaluate the provisions of the Sale of Goods Act, 1930, concerning the formation of the contract of sale, conditions and warranties, transfer of ownership, and rights and duties of the buyer and seller.<br>4. Interpret and apply the provisions of the Negotiable Instruments Act, 1881, regarding negotiable instruments, parties to the instruments, negotiation, dishonor, and discharge, and understand the basics of intellectual property laws, including copyrights, trademarks, patents, and designs. |

| Course Outcome Number | On completing the course the student will be able to                                                                                                                                                                                                                                             | PSO Addressed | Blooms Level |
|-----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|--------------|
| CO1                   | Understand the key provisions and requirements of the Companies Act, 2013, related to company formation, corporate governance, directors' duties, and corporate restructuring.                                                                                                                   | 1,2,3,4       | 1,2,3        |
| CO2                   | Analyze and apply the principles of the Contract Act, 1872, in the context of contract formation, performance, discharge, and remedies for breach.                                                                                                                                               | 1,2,3,4       | 3,4          |
| CO3                   | Evaluate the provisions of the Sale of Goods Act, 1930, concerning the formation of the contract of sale, conditions and warranties, transfer of ownership, and rights and duties of the buyer and seller.                                                                                       | 1,2,3,4       | 4,5,6        |
| CO4                   | Interpret and apply the provisions of the Negotiable Instruments Act, 1881, regarding negotiable instruments, parties to the instruments, negotiation, dishonor, and discharge, and understand the basics of intellectual property laws, including copyrights, trademarks, patents, and designs. | 1,2,3,4       | 5,6,7        |

| SEMESTER III                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                   | L         | Cr |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|-----------|----|
| <b>Subject:</b> Corporate and legal framework                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>Paper Code:</b> RJOECBAMMCS232 | 30        | 2  |
| <b>UNIT I</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                   | <b>15</b> |    |
| <b>Companies Act, 2013 &amp; Contract Act, 1872</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                   |           |    |
| <ul style="list-style-type: none"> <li>• Introduction to the Companies Act, 2013</li> <li>• Types of companies and their formation</li> <li>• Memorandum and Articles of Association</li> <li>• Corporate governance and compliance</li> <li>• Directors' duties and liabilities</li> <li>• Share capital and debentures</li> <li>• Corporate social responsibility (CSR)</li> <li>• Corporate restructuring and insolvency</li> <li>• Essentials of a valid contract</li> <li>• Offer and acceptance</li> <li>• Consideration and intention to create legal relations</li> <li>• Capacity to contract and free consent</li> <li>• Performance and discharge of contract</li> <li>• Remedies for breach of contract</li> <li>• Quasi-contracts and contingent contracts</li> </ul>                                                                                                                               |                                   |           |    |
| <b>UNIT II</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                   | <b>15</b> |    |
| <b>Sale of Goods Act, 1930 &amp; Negotiable Instruments Act, 1881 &amp; Intellectual Property Laws</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                   |           |    |
| <ul style="list-style-type: none"> <li>• Formation of the contract of sale</li> <li>• Conditions and warranties</li> <li>• Transfer of ownership and delivery of goods</li> <li>• Unpaid seller and his rights</li> <li>• Performance of the contract of sale</li> <li>• Rights and duties of the buyer and seller</li> <li>• Definition and types of negotiable instruments</li> <li>• Parties to negotiable instruments</li> <li>• Negotiation and assignment of negotiable instruments</li> <li>• Dishonor and discharge of negotiable instruments</li> <li>• Crossing of cheques and its types</li> <li>• Introduction to intellectual property (IP)</li> <li>• Copyrights: protection, infringement, and remedies</li> <li>• Trademarks: registration, infringement, and passing off</li> <li>• Patents: types, registration process, and rights</li> <li>• Designs: registration and protection</li> </ul> |                                   |           |    |

**References:**

1. "The Companies Act, 2013" by Taxmann Publications
2. "Indian Contract Act, 1872" by Avatar Singh

3. "The Sale of Goods Act, 1930" by Avtar Singh
4. "Negotiable Instruments Act, 1881" by R.K. Bangia
5. "Intellectual Property Laws" by P. Narayanan

## SYBCOM-MS Syllabus Semester III &amp; IV

|                              |   |                                        |
|------------------------------|---|----------------------------------------|
| SEMESTER                     | : | IV                                     |
| TITLE OF THE SUBJECT /COURSE | : | Employment Laws & Corporate Regulation |
| COURSE CODE                  | : | RJOECBAMMCS242                         |
| CREDITS                      | : | 2                                      |
| DURATION (Hours)             | : | 30                                     |

|                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SYB.COM MS                                                | SEMESTER IV                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| RJOECBAMMCS242-<br>Employment Laws & Corporate Regulation | <b>Course Outcomes:</b> <ol style="list-style-type: none"> <li>1. The course helps students understand the nature, sources, and evolution of employment laws in India.</li> <li>2. It covers key labor legislations, rights and duties of employers and employees, and corporate regulations under the Companies Act.</li> <li>3. Students gain knowledge of directors' roles, CSR obligations, SEBI guidelines, and compliance.</li> <li>4. They also analyze recent developments such as labor codes, gig economy, labor reforms, and remote work compliance.</li> </ol> |

| Course Outcome Number | On completing the course the student will be able to                                                                                                                                                                                     | PSO Addressed | Blooms Level |
|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|--------------|
| CO1                   | Understand the meaning, nature, sources, and evolution of Employment Laws in India and gain knowledge of major legislations such as the Factories Act, Payment of Wages Act, and Minimum Wages Act.                                      | 1,2,          | 1,2,3        |
| CO2                   | Analyze the rights and duties of employers and employees, and examine key corporate regulations including the Companies Act, Memorandum of Association, Articles of Association, CSR obligations, and SEBI guidelines.                   | 1,2,3         | 3,4          |
| CO3                   | Apply knowledge of roles and responsibilities of directors, corporate governance mechanisms, and evaluate the implications of codes such as the Code on Wages (2019), Industrial Relations Code (2020), and Social Security Code (2020). | 1,2,3         | 4,5,6        |
| CO4                   | Critically assess recent developments and emerging issues in employment and corporate laws, including gig economy regulations, labor reforms, and remote work compliance.                                                                | 1,2,3         | 5,6,7        |

| <b>SEMESTER IV</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                   | <b>L</b>  | <b>Cr</b> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|-----------|-----------|
| <b>Subject:</b> Employment Laws & Corporate Regulation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>Paper Code:</b> RJOECBAMMCS242 | 30        | 2         |
| <b>UNIT I</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                   | <b>15</b> |           |
| Introduction to Employment Laws                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                   |           |           |
| <ul style="list-style-type: none"> <li>• Meaning and nature of Employment Laws, Sources and evolution of Employment Laws in India, Overview of key labor legislations:</li> <li>• Factories Act, 1948</li> <li>• Payment of Wages Act, 1936</li> <li>• Minimum Wages Act, 1948</li> <li>• Rights and Duties of Employers and Employees</li> </ul>                                                                                                                                                                                                                                                                                            |                                   |           |           |
| <b>UNIT II</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   | <b>15</b> |           |
| Key Corporate Regulations in India & Recent Developments and Emerging Issues                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                   |           |           |
| <ul style="list-style-type: none"> <li>• Introduction to Corporate Law and Governance, Companies Act, 2013: Essentials, Formation of a Company, Memorandum of Association (MoA) and Articles of Association (AoA), Roles and Responsibilities of Directors, Corporate Social Responsibility (CSR) obligations, SEBI Guidelines for Listed Companies</li> <li>• Code on Wages, 2019, Industrial Relations Code, 2020, Social Security Code, 2020, Occupational Safety, Health and Working Conditions Code, 2020, Labor reforms: Opportunities and Challenges, Emerging Issues: Gig economy workers' rights, remote work compliance</li> </ul> |                                   |           |           |

**References:**

- S.N. Mishra – Labour and Industrial Laws (Central Law Publications)
- P.K. Padhi – Labour and Industrial Laws (PHI Learning)
- Avtar Singh – Company Law (Eastern Book Company)
- Dr. G.K. Kapoor & Sanjay Dhamija – Company Law and Practice (Taxmann)
- N.D. Kapoor – Elements of Company Law (Sultan Chand & Sons)
- Taxmann's Labour Laws with Code on Wages, Industrial Relations Code, Social Security Code & Occupational Safety Code (Latest Edition)
- S.C. Srivastava – Industrial Relations and Labour Laws
- MC Kuchhal – Company Law (Vikas Publishing House)

**EVALUATION AND ASSESSMENT**  
**EVALUATION METHOD**

**Internal Assessment**

1. **2 Credit Courses:** 20 marks
2. **3 Credit Courses:** 25 Marks
3. **4 Credit Course:** 40 Marks

**Mode of Evaluation:**

- Presentation (Group wise 10 min each group; criteria for marking: On the basis of Presentation skills, Communication, PPT file, Attire, Report)
- Written (Duration: 30 Min)
- Lab Practical (Duration: 30 Min)
- Assignment (Hand Written/Typed)

**Written Question Paper Pattern**

**Internal Assessment**

| <b>Marks: 20</b>                                   | <b>Duration: 30 min</b> |
|----------------------------------------------------|-------------------------|
|                                                    |                         |
| Q.1) Explain the following concepts (1 marks each) | (05 Marks)              |
| 1.                                                 |                         |
| 2.                                                 |                         |
| 3.                                                 |                         |
| 4.                                                 |                         |
| 5.                                                 |                         |
| Q.2) Explain in one Sentence. (1 marks each)       | (05 Marks)              |
| 1.                                                 |                         |
| 2.                                                 |                         |
| 3.                                                 |                         |
| 4.                                                 |                         |
| 5.                                                 |                         |
| Q.3) Answer the questions. (Any TWO)               | (10 Marks)              |
| 1.                                                 |                         |
| 2.                                                 |                         |
| 3.                                                 |                         |

**Hindi Vidya Prachar Samiti's Ramniranjan Jhunjhunwala College of Arts, Science & Commerce**  
**SYBCOM-MS Syllabus Semester III & IV**

**Semester End Exam**

**Marks: 30**

**Duration: 1 Hr.**

|                             |    |            |
|-----------------------------|----|------------|
| Q.1.A) Answer the question. | OR | (10 Marks) |
| Q.1.B) Answer the question. |    | (10 Marks) |
| Q.2.A) Answer the question. | OR | (10 Marks) |
| Q.2.B) Answer the question. |    | (10 Marks) |
| Q.3.A) Answer the question. | OR | (10 Marks) |
| Q.3.B) Answer the question. |    | (10 Marks) |

**Semester End Exam**

**Marks: 60**

**Duration: 2 Hrs.**

|                             |    |            |
|-----------------------------|----|------------|
| Q.1.A) Answer the question. | OR | (10 Marks) |
| Q.1.B) Answer the question. |    | (10 Marks) |
| Q.2.A) Answer the question. | OR | (10 Marks) |
| Q.2.B) Answer the question. |    | (10 Marks) |
| Q.3.A) Answer the question. | OR | (10 Marks) |
| Q.3.B) Answer the question. |    | (10 Marks) |
| Q.4.A) Answer the question. | OR | (10 Marks) |
| Q.4.B) Answer the question. |    | (10 Marks) |
| Q.5.A) Answer the question. | OR | (10 Marks) |
| Q.5.B) Answer the question. |    | (10 Marks) |