

## EVENING MBA PROGRAM

### Objectives of EVENING (Ev) MBA Program

Evening Master of Business Administration (Evening MBA) Program is a multidisciplinary professional graduate program. The objective of the program is to develop skills and judgments of an individual for effective management. The emphasis is on the development of students' ability to evaluate business and organizational situations so as to enable him/her in making informed and creative judgment about policy and operations. Central to this approach is the development of creativity and judgment in students. The Evening MBA Program begins with a sequence of core courses and is followed by a range of elective courses, which provide opportunities for focusing on certain professional disciplines.

### Degree Requirements

The Evening MBA degree requirements are as follows:

- a. Passing of all courses (with minimum grade D) individually and maintaining a minimum Cumulative Grade Point Average (CGPA) of 2.50 in 4.00 point rating scale at the end of the program.
- b. Presentation and defense of a dissertation paper with minimum C grade.
- c. Passing of comprehensive trimester final examination (comprising syllabus of whole course) for all courses.

### Trimester System

The program is divided into six trimesters of 17 (seventeen) weeks each. During a trimester each course meets once in a week in single sessions of 3 hours each. The total contact hour for a course in a trimester is 42. The concerned faculty may schedule additional sessions for a course, if needed.

### Distribution of Credit Hours

The distribution of credit hours for Ev MBA program as per trimester is shown below:

| Trimester                 | Credit Hours |
|---------------------------|--------------|
| 1 <sup>st</sup>           | 9            |
| 2 <sup>nd</sup>           | 9            |
| 3 <sup>rd</sup>           | 9            |
| 4 <sup>th</sup>           | 9            |
| 5 <sup>th</sup>           | 9            |
| 6 <sup>th</sup>           | 9            |
| Dissertation              | 6            |
| <b>Total Credit Hours</b> | <b>60</b>    |

### Ev MBA Curriculum and Syllabus

#### Course Structure

| Ser No | Course category              | No. of Courses | Credit per Course | Total Credits |
|--------|------------------------------|----------------|-------------------|---------------|
| 1      | Core Courses                 | 14             | 3                 | 42            |
| 2      | Major/ Area of concentration | 3              | 3                 | 9             |
| 3      | Capstone                     | 1              | 3                 | 3             |
| 4      | Dissertation                 | 1              | 6                 | 6             |

|   |              |   |   |           |
|---|--------------|---|---|-----------|
| 5 | <b>Total</b> | - | - | <b>60</b> |
|---|--------------|---|---|-----------|

### Course Code System

The course code is a four digit numerical prefixed by 3- letter course title. The first two digits from right is the course serial indicator and third digit is the trimester indicator and the fourth is the year indicator (e.g. ACC5101 indicates it is the first course of the first year in Accounting).

### Detailed Course Curriculum

#### Core Courses (14x3=42 Credit Hours)

The core courses provide knowledge on all the core areas of business. The list of core courses is given below:

| No. | Course Code | Course Title                              | Credit Hours |
|-----|-------------|---|--------------|
| 1.  | BUS 7101    | Presentation Skill Development            | 3            |
| 2.  | BUS 7102    | Mathematics for Decision                  | 3            |
| 3.  | BUS 7103    | Information Technology for Business Value | 3            |
| 4.  | ACC 7201    | Accounting for Managers                   | 3            |
| 5.  | BUS 7202    | Business Communication                    | 3            |
| 6.  | BUS 7203    | Business Statistics                       | 3            |
| 7.  | MGT 7301    | Management and Organizational Behavior    | 3            |
| 8.  | FIN 7302    | Financial Management                      | 3            |
| 9.  | BUS 7303    | Business Leadership                       | 3            |
| 10. | MKT 8401    | Marketing Management                      | 3            |
| 11. | HRM 8402    | Human Resources Management                | 3            |
| 12. | BUS 8403    | Business Economics                        | 3            |
| 13. | OMT8501     | Production and Operations Management      | 3            |
| 14. | BUS 8508    | Research Methodology                      | 3            |

#### Areas of Concentration (3x3 = 09 Credit Hours)

In order to develop specialization in a specific area of concentration for advancement in particular career path, students are required to take courses as free electives. The students can choose from eight (8) areas of concentration including newly introduced 'Supply Chain Management' as and when offered. The students will have to complete successfully at least three courses from specific Area of Concentration for completion of a major. As a general rule, it is highly preferred that students successfully complete all fundamental and advance courses before taking courses from any area of concentration. The list of Areas of Concentration along with the courses are given below:

### Finance

| No. | Course Code | Course Title                       |
|-----|-------------|------------------------------------|
| 1.  | FIN 8602    | Financial Institutions & Markets   |
| 2.  | FIN 8603    | Corporate Finance                  |
| 3.  | FIN 8604    | Investment Management              |
| 4.  | FIN 8605    | Portfolio Management               |
| 5.  | FIN 8606    | International Financial Management |
| 6.  | FIN 8607    | Corporate Restructuring            |
| 7.  | FIN 8608    | Financial Analysis and Control     |
| 8.  | FIN 8609    | Financial Derivatives              |
| 9.  | FIN 8610    | Merger and Acquisition             |

|     |          |                             |
|-----|----------|-----------------------------|
| 10. | FIN 8611 | Project Management          |
| 11. | FIN 8612 | Insurance & Risk Management |
| 12. | FIN 8613 | Real Estate Finance         |
| 13. | FIN 8614 | Corporate Governance        |

| <b>Human Resources Management (HRM)</b> |                    |  |
|---|--------------------|--|
| <b>No.</b>                              | <b>Course Code</b> | <b>Course Title</b>                      |
| 1.                                      | HRM 8602           | Strategic Human Resources Management     |
| 2.                                      | HRM 8603           | Manpower Planning and Personnel Policy   |
| 3.                                      | HRM 8604           | Training and Development                 |
| 4.                                      | HRM 8605           | Industrial Relations                     |
| 5.                                      | HRM 8606           | Conflict Management and Negotiation      |
| 6.                                      | HRM 8607           | International Human Resources Management |
| 7.                                      | HRM 8608           | Change Management                        |
| 8.                                      | HRM 8609           | Human Resource Information System        |
| 9.                                      | HRM 8610           | Labor Laws of Bangladesh                 |
| 10.                                     | HRM 8611           | Organizational Development               |
| 11.                                     | HRM 8612           | Compensation Management                  |
| 12.                                     | HRM 8613           | Gender in Management                     |

#### **Management Information Systems (MIS)**

| <b>No</b> | <b>Course Code</b> | <b>Course Title</b>                       |
|-----------|--------------------|---|
| 1.        | MIS 8601           | System Analysis and Design                |
| 2.        | MIS 8602           | Database Management Systems               |
| 3.        | MIS 8603           | Decision Support Systems                  |
| 4.        | MIS 8604           | Object-Oriented Programming               |
| 5.        | MIS 8605           | E-Commerce                                |
| 6.        | MIS 8606           | Digital Office Automation                 |
| 7.        | MIS 8607           | Operating System                          |
| 8.        | MIS 8608           | System Integration, Security and Internet |
| 62.       | MIS 8609           | Applied Artificial Intelligence           |
| 10.       | MIS 8610           | Data Communication and Networking         |
| 11.       | MIS 8611           | Management of Innovation and Technology   |

#### **Marketing**

| <b>No.</b> | <b>Course Code</b> | <b>Course Title</b>                    |
|------------|--------------------|--|
| 1.         | MKT 8602           | Global Marketing                       |
| 2.         | MKT 8603           | Consumer Behavior                      |
| 3.         | MKT 8604           | Integrated Marketing Communications    |
| 4.         | MKT 8605           | Brand Management                       |
| 5.         | MKT 8606           | Strategic Marketing                    |
| 6.         | MKT 8607           | Services Marketing                     |
| 7.         | MKT 8608           | Marketing Research                     |
| 8.         | MKT 8609           | Customer Relationship Management (CRM) |
| 9.         | MKT 8610           | Sales and Retail Management            |
| 10.        | MKT 8611           | Industrial Marketing                   |
| 11.        | MKT 8612           | Agricultural Marketing                 |

|     |          |  |
|-----|----------|--|
| 12. | MKT 8613 | Social Marketing and Corporate Social Responsibility |
| 13. | MKT 8614 | E-Marketing  |
| 14. | MKT 8615 | Rural Marketing                                      |
| 15. | MKT 8616 | Marketing Channels Management                        |
| 16. | MKT 8617 | Sales-force Management                               |

### **Accounting**

| No.  | Course Code | Course Title  |
|------|-------------|---|
| 1.   | ACC 8602    | Advanced Financial Accounting                       |
| 2.   | ACC 8603    | Environmental Accounting                            |
| 3.   | ACC 8604    | Forensic Accounting                                 |
| 4.   | ACC 8605    | Advanced Cost Accounting                            |
| 5.   | ACC 8606    | Financial Information Analysis and Control          |
| 6.   | ACC 8607    | Corporate Financial Reporting                       |
| 7.   | ACC 8608    | Taxation  |
| 8.   | ACC 8609    | Advanced Auditing and Assurance Services            |
| 9.   | ACC 8610    | Applied Accounting Theory                           |
| 10.  | ACC 8611    | Strategic Management Accounting                     |
| 11.  | ACC 8612    | Accounting Information System                       |
| 12.  | ACC 8613    | Introduction to Governmental Accounting             |
| 13.  | ACC 8614    | Accounting Based on IAS                             |
| 14.  | ACC 8615    | Corporate Governance                                |
| 15.  | ACC 8616    | Advanced Management Accounting                      |
| 16.. | ACC 8617    | Accounting Ethics and Professional Responsibilities |

### **Operations Management**

| No. | Course Code | Course Title                                 |
|-----|-------------|--|
| 1.  | OMT 8602    | Operations Research                          |
| 2.  | OMT 8603    | Production planning and Inventory Management |
| 3.  | OMT 8604    | Logistics in Supply Chain Management         |
| 4.  | OMT 8605    | Quality Management                           |
| 5.  | OMT 8606    | Project Management                           |
| 6.  | OMT 8607    | Productivity Management                      |

|     |          |                                  |
|-----|----------|----------------------------------|
| 67. | OMT 8608 | Enterprise Resource Planning     |
| 8.  | OMT 8609 | Technology Management            |
| 9.  | OMT 8610 | Product and Services Development |
| 10. | OMT 8611 | Strategic Operations Management  |

### **Entrepreneurship**

| No. | Course Code | Course Title                                    |
|-----|-------------|---|
| 1.  | EPD 8601    | Appropriate Technology                          |
| 2.  | EPD 8602    | Technology Management                           |
| 3.  | EPD 8603    | Small and Medium Enterprise                     |
| 4.  | EPD 8604    | Innovation Management                           |
| 5.  | EPD 8605    | Project Management                              |
| 6.  | EPD 8606    | Entrepreneurship Development                    |
| 7.  | EPD 8607    | Entrepreneurship & Small Business Management    |
| 8.  | EPD 8608    | Building and Sustaining a successful Enterprise |

|     |          |                                     |
|-----|----------|-------------------------------------|
| 9.  | EPD 8609 | Managing Change                     |
| 10. | EPD 8610 | Conflict Management and Negotiation |

### **Supply Chain Management (SCM)**

| No. | Course Code | Course Title                                 |
|-----|-------------|--|
| 1.  | SCM 8601    | Sales and Operations Planning                |
| 2.  | SCM 8602    | Sourcing Management                          |
| 3.  | SCM 8603    | Logistics Management                         |
| 4.  | SCM 8604    | International Supply Chain Management        |
| 5.  | SCM 8605    | Strategic Supply Chain Management            |
| 6.  | SCM 8606    | Marketing Channel Management                 |
| 7.  | SCM 8607    | Enterprise Resource Planning                 |
| 8.  | SCM 8608    | Production Planning and Inventory Management |

#### **Capstone Course (1 x 3 = 3 credits)**

The capstone course ensures the students to integrate their knowledge acquired in remaining courses of the program.

| No. | Course Code | Course Title         | Credit Hours |
|-----|-------------|----------------------|--------------|
| 1.  | MGT 8503    | Strategic Management | 3            |

#### **Dissertation Program**

Dissertation is a capstone experience for the students of MBA that Program allows them to integrate knowledge and skills developed in the classroom and apply them in a professional setting. It is an important and challenging element of university study. A student will have to take this assignment to complete his/her graduate program in Bangladesh University of Professionals. This is, indeed, a key indicator of his/her true capabilities as a business student and researcher.

| Ser | Course Code | Course Title | Credit Hours | Remarks   |
|-----|-------------|--------------|--------------|---|
| 1.  | DIS 8601    | Dissertation | 6            | - Undertakes this program at the end of final trimester<br>- As a general rule, students must complete all the academic course work |

#### **Trimester wise Distribution of Courses**

Completing a minimum of 14 core courses (foundation and advanced), 3 elective courses from any specific area of concentration, 1 capstone course and presentation and defense of a dissertation paper are compulsory for the successful completion of the Evening MBA Program. An elective is offered, subject to the availability of faculty and minimum number (twelve) of students signing up for a course. However, the Academic Council on the basis of faculty availability and number of applicants decides the offering of an elective course in a trimester. The trimester-wise likely distribution of courses is shown below:

| Trimester       | Ser | Course code | Title   | Credit hour |
|-----------------|-----|-------------|---|-------------|
| 1 <sup>st</sup> | 1   | BUS 7103    | Information Technology for Business Value                 | 3           |
|                 | 2   | BUS 7101    | Presentation Skill Development                            | 3           |
|                 | 3   | MGT 7301    | Management and Organizational Behavior (MOB) <sup>1</sup> | 3           |
| 2 <sup>nd</sup> | 1   | BUS 7101    | Business Communication                                    | 3           |
|                 | 2   | ACC 7201    | Accounting for Managers <sup>2</sup>                      | 3           |
|                 | 3   | BUS 7102    | Mathematics for Decision                                  | 3           |
| 3 <sup>rd</sup> | 1   | HRM 8402    | Human Resources Management                                | 3           |
|                 | 2   | BUS 7305    | Legal Environment of Business                             | 3           |
|                 | 3   | BUS 7203    | Business Statistics                                       | 3           |
| 4 <sup>th</sup> | 1   | BUS 7303    | Business Leadership                                       | 3           |
|                 | 2   | BUS 8403    | Business Economics <sup>3</sup>                           | 3           |
|                 | 3   | MKT 8401    | Marketing Management                                      | 3           |
| 5 <sup>th</sup> | 1   | BUS 8508    | Business Research Methodology                             | 3           |
|                 | 2   | OMT 8501    | Production and Operation Management                       | 3           |
|                 | 3   | FIN 7302    | Financial Management                                      | 3           |
|                 | 4   | MGT 8503    | Strategic Management                                      |             |
| 6 <sup>th</sup> | 1.  | -           | Major Elective Course                                     | 3           |
|                 | 2.  | -           | Major Elective Course                                     | 3           |
|                 | 3.  | -           | Major Elective Course                                     | 3           |
|                 | 4.  | -           | Major Elective Course                                     |             |

**Note:** The distribution of course may be changed by the authority, if necessary.

#### **Current Fee Structure**

The current fee structure for Ev MBA program is given below:

#### **Payment Schedule for Civil Students**

| Ser | Category of Fees/ Charges             | Amount/ Rate (Tk) | Remarks                           | Total Amount in Program (Tk) |
|-----|---------------------------------------|-------------------|-----------------------------------|------------------------------|
| 1.  | Application Processing Fee            | 1,000.00          | Once -Before Admission            | 1,000.00                     |
| 2.  | Security Money                        | 15,000.00         | Refundable: Once during Admission | 15,000.00                    |
| 3.  | Admission Fee                         | 10,000.00         | Once                              | 10,000.00                    |
| 4.  | Registration Fee                      | 1,000.00          | Once                              | 1,000.00                     |
| 5.  | Library Fee                           | 500.00            | Each Trimester                    | 3,000.00                     |
| 6.  | Computer Lab and Training Aid Fee     | 500.00            | Each Trimester                    | 3,000.00                     |
| 7.  | Tuition/Course Fee                    | 2,500.00          | Each Trimester (Per Credit Hour)  | 1,35,000.00                  |
| 8.  | Exam Fee/ Course Registration Fee     | 1,000.00          | Each Trimester                    | 6,000.00                     |
| 9.  | Grade Sheet Fee                       | 750.00            | Each Trimester                    | 4,500.00                     |
| 10. | Provisional/ Original Certificate Fee | 750.00            | Once                              | 750.00                       |
| 11. | Student Welfare Fee                   | 1,500.00          | Each Trimester                    | 9000.00                      |
| 12. | Cultural/Magazine Fee                 | 250.00            | Each Trimester                    | 1,500.00                     |

|              |                           |          |  |             |
|--------------|---------------------------|----------|--|-------------|
| 13.          | Transport Development Fee | 4,000.00 | Once   | 4,000.00    |
| 14.          | Transportation Fee        | 350.00   | Each Trimester                               | 2,100.00    |
| 15.          | Recreation Fee            | -        | Each Trimester                               | -           |
| 16.          | ID Card Fee               | 150.00   | Once   | 150.00      |
| 17.          | Dissertation Fee          | 1,500.00 | Once at Final Trimester<br>(Per Credit Hour) | 9,000.00    |
| 18.          | Centre Fee                | 500.00   | Each Trimester                               | 3,000.00    |
| Grand Total: |                           |          |  | 2,08,000.00 |

#### Payment Schedule for Armed Forces Students

| Ser          | Category of Fees/ Charges                | Amount/<br>Rate (Tk) | Remarks                             | Total Amount in<br>Program (Tk) |
|--------------|--|----------------------|-------------------------------------|---------------------------------|
| 1.           | Application Processing Fee               | 1,000.00             | Once                                | 1,000.00                        |
| 2.           | Admission Fee                            | 3,500.00             | Once                                | 3,500.00                        |
| 3.           | Registration Fee                         | 1,000.00             | Once                                | 1,000.00                        |
| 4.           | Library Fee                              | 500.00               | Each Trimester                      | 3,000.00                        |
| 5.           | Computer Lab and Training<br>Aid Fee     | 500.00               | Each Trimester                      | 3,000.00                        |
| 6.           | Tuition/Course Fee                       | 2,500.00             | Each Trimester<br>(Per Credit Hour) | 1,35,000.00                     |
| 7.           | Exam Fee/ Course<br>Registration Fee     | 600.00               | Each Trimester                      | 3,600.00                        |
| 8.           | Grade Sheet Fee                          | 750.00               | Each Trimester                      | 4,500.00                        |
| 9.           | Provisional/ Original<br>Certificate Fee | 750.00               | Once                                | 750.00                          |
| 10.          | Cultural/Magazine Fee                    | 250.00               | Each Trimester                      | 1,500.00                        |
| 11.          | Transport Development Fee                | 4,000.00             | Once                                | 4,000.00                        |
| 12.          | Transportation Fee                       | 350.00               | Each Trimester                      | 2,100.00                        |
| 13.          | Recreation Fee                           | -                    | Each Trimester                      |                                 |
| 14.          | Dissertation Fee                         | 1,500.00             | Once at Final Trimester             | 1,500.00                        |
| 15.          | Centre Fee                               | 500.00               | Each Trimester                      | 3,000.00                        |
| Grand Total: |  |                      |                                     | 1,67,450.00                     |

#### Additional Fees for All Students

|    |                                 |          |                                     |            |
|----|---------------------------------|----------|-------------------------------------|------------|
| 1. | Re-admission Fee                | 1,000.00 | When Applicable                     |            |
| 2. | Migration Fee                   | 750.00   | When Applicable                     |            |
| 3. | Non-collegiate Fee              | 1,500.00 | Each Trimester<br>(When Applicable) | Per Course |
| 4. | Supplementary Final Exam<br>Fee | 5,000.00 | When Applicable                     |            |

## COURSE DESCRIPTION

### **BUS 7202: Business Communication**

This course provides a thorough understanding of the communication process and dynamics in business settings and emphasizes written as well as verbal communications. The course is designed to help the students in learning the techniques and acquiring the skills needed to communicate effectively in management. The course deals with Basic English in the practices of communication. Various techniques of effective communication through business letters, reports, and other media form an integral part of the course.

### **MGT 7301: Management and Organizational Behavior**

The course covers functions of management viz., planning, organizing, staffing, directing, motivating and controlling, problems of organizational goal attainment in differing managerial environments. Each management principle and function is discussed in details. Another portion of the course covers individual and group behavior models in the context of different organizations and social systems. It deals with the basic concepts of motivation, perception, learning and analysis of human behavior, individual differences and job satisfaction attitude changes, group process, team work, role theory, power and authority along with the analysis of small group behavior, group dynamics, leadership, decision, development of organizations and the influence of groups.

### **BUS 7102: Mathematics for Decision**

The course includes elements of algebra, number fields, linear and non-linear inequalities, functions, sets, analytical geometry, logarithm limit, differential and integral calculus, matrix and linear programming. The purpose of the course is to help the students learn mathematical tools, which are used in management studies.

### **BUS 7103: Computer and its Applications in Business**

This course revolves around the basic understanding of the hardware, software, Internet, E-mail, Network, information systems, security threats and protection from threats. This course also bears a practical portion. The practical phase would cover the Microsoft Word, Power-point and Excel.

### **BUS 8403 BUSINESS ECONOMICS**

Business Economics introduces economic concepts and principles which are useful in understanding the general economic environment within which businesses and other organizations operate. Microeconomics examines how consumers and firms make decisions and how they interact with each other in markets. Topics covered include supply and demand, consumer and firm behavior, price determination and the operation of markets, situations of market failure, and the impact and role of government on the economy. Macroeconomics studies the entire economy and its wellbeing. Macroeconomics looks at the effect of factors such as inflation, exchange rates, interest rates and trade on the well-being and stability of the economy.

### **HRM 8402 Human Resources Management**

This course deals with management of human resources in organization, viz., the basic functions of human resource management, sources of personnel, methods of selection, recruitment, developing and motivating the work force, procedures of primary record keeping, compensation, salary and wage administration, promotion, training appraisal, health safety, moral discipline, employee benefits, etc.

### **ACC 7201 Accounting for Managers**

This course examines the generation and use of an organization's financial information for decision making and encompasses both financial accounting and management accounting topics. The course concentrates on accounting systems in general, construction and analysis of financial statements, costing, performance measurement, and accounting for decision making, planning and control.

### **BUS 7203 Business Statistics**

The course is designed to equip the students with statistical tools and concepts to be used in the



business decision processes. Methods of descriptive and inferential statistics are covered including measures of central tendency and dispersion, probability distributions, hypothesis testing and their application in the management decision process, correlation and regression analysis and basics of non-parametric statistics. Survey methods, sample design and sources of business statistics in Bangladesh are also discussed.

### **FIN 7302 Financial Management**

This course covers the nature and scope of financial management, the objectives of financial management, and need for management of working as well as fixed capital, tools for quantitative analysis of prior financial position, techniques of forecasting, the need for funds, techniques of capital budgeting and related concepts, financial structure and profit distribution policy.

### **MKT 8401 Marketing Management**

Marketing management course is designed to present an integrated approach to marketing from a managerial point of view. Economic quantitative and behavioral concepts are used in analyzing and developing a framework for decision making leading to formulation of an organization's goals and implementation of its marketing program. The course includes identification of market structure, analysis of consumer behavior, factors affecting the efficiency of marketing and the process of planning marketing operations.

### **OMT 8501 Production and Operations Management**

This course examines the functional area of production and operations management in the manufacturing industry. Topics include decision-making, capacity planning, aggregate planning, forecasting, inventory management, distribution planning, materials requirements planning (MRP), project management and quality control.

### **MGT 8503 Strategic Management**

The course focuses on managerial issues that affect the organization as whole, issues that have long-term implications and deals with organization-environment relationships. The course gives particular emphasis on the characteristics and determinants of goal formation, industrial analysis, the forms of competitive warfare and various types of generic business and corporate strategies as kinds of problems, which affect the success of an entire organization.

### **BUS 8508 Research Methodology**

Research Methodology is a hands-on course designed to impart education in the foundational methods and techniques of academic research in social sciences and business management context. Students would examine and be practically exposed to the main components of a research framework i.e., problem definition, research design, data collection, ethical issues in research, report writing, and presentation.

## **Finance**

### **FIN 8602 Financial Institutions & Markets**

The course is a detailed study of money and capital markets with special emphasis on the study of institutions supplying funds of various categories. Focus will be on the financial institutions, with a view to acquaint the students with potential source of funds of various types, fund utilization and the terms and conditions under which institutions make funds available.

### **FIN 8603 Corporate Finance**

The course is designed to study the role of investment analysis and program, techniques of forecasting

market demand, estimation of resource requirements, factor costs, cost of capital, concept of time value, risk and return, cash flow estimation, commercial and motional profitability, their divergence and implications, project evaluation and appraisal techniques, rate of present worth, cost-benefit analyses, analysis of selected investment decisions and financial policies.

#### **FIN 8604 Investment Management**

This course is designed to acquaint students with the fundamentals of investment including investment alternatives, securities markets, capital market theory, and portfolio management theory. It also focuses on bond and stock valuation, investment risk and return, derivative securities, and economic, market, and technical analyses of securities.

#### **FIN 8605 Portfolio Management**

This course provides students with techniques for evaluating investments on an individual basis & in the context of portfolio. Techniques for analyzing investments focus on maximizing expected returns while minimizing risk. The most powerful way to achieve this objective is by creating a portfolio of investments. Topics covered are Financial Statement Analysis, Markets & Instruments, Equity Investments, Debt Investments & Portfolio Management.

#### **FIN 8606 International Financial Management**

This course deals with the nature of international business, financial environment and their implication for the firm. Source of mechanism and instruments of international finance are discussed. Import financing is highlighted. It also covers exchange rates and policy transactions in exchange spot forward exchange and swap operations, instruments of international payment, interrelationship in the balance of payment and balance payment disequilibrium. The course also deals with international liquidity and the new international economic order, international financial markets, international agencies and institutions and international monetary system.

#### **FIN 8607 Corporate Restructuring**

The course examines the finance, economics, law and business strategies that underlie major corporate restructuring transactions. These transactions include mergers, acquisitions, tender offers, leveraged buyouts, divestitures, spin-offs, equity curve-outs, liquidations and reorganizations.

#### **FIN 8608 Financial Analysis and Control**

This course deals with financial analysis, planning and control techniques/methods which emphasizes on the mechanisms used to determine the overall financial health of private, public and non-profit organizations.

#### **FIN 8609 Financial Derivatives**

This course presents and analyzes derivatives, such as forwards, futures, swaps, and options. Also defines the main kind of derivatives, shows how they are used to achieve various hedging and speculating objectives, introduces a framework for pricing derivatives, and studies several applications of derivative-pricing techniques outside derivative markets.

#### **FIN 8610 Merger and Acquisition**

This course provides an overview of mergers and acquisitions with a focus on the role Merger and Acquisition plays in the development and implementation of a firm's strategy. Students will develop an analytical and theoretical framework to understand the Merger and Acquisition process

and will also use cases and real-world applications to develop skills necessary to prepare and evaluate the strategic rationale for a proposed transaction.

### **FIN 8611 Project Management**

This course deals with project identification, preparation, appraisal, management of implementation and post-project evaluation. Basic techniques like network analysis, organization and control aspects of project implementation in relation to resources, time scale and information processing are emphasized. Case studies of major projects (ongoing as well as completed) are covered.

### **FIN 8612 Insurance & Risk Management**

The course introduces the principles of risk management and insurance. Students should gain a fundamental knowledge of risk exposures, the management of pure risk and the insurance mechanism. Another objective is to make the students a more informed consumer of insurance products when they conduct both business and personal matters.

### **FIN 8613 Real Estate Finance**

The course considers the operation of the mortgage and structured finance markets. The course applies basic tools of finance to the evaluation of mortgage, lease asset-backed contracts, pricing of these contracts and strategies to securitize both debt and real estate equity. The course exposes students to cases about current real estate debt and equity deals and provides hands-on experience using modern option pricing tools for evaluating mortgage debt and equity based securities.

### **FIN 8614 Corporate Governance**

The objectives of this course is to study various models and mechanisms of corporate governance, recognize the shareholder/stakeholder rights and responsibilities, elucidate the issues pertaining to the board of directors and management, expound on the audit committees, analyze the corporate scandals along with corporate best practices and the legislations on corporate governance and responsibility.

## **Human Resources Management (HRM)**

### **HRM 8602 Strategic Human Resources Management**

This course provides idea regarding strategy, Role of Human Resource Management in the strategic process, Preparation and Implementation of Human Resource Strategies, Recruitment and retention strategies, outsourcing strategies etc.

### **HRM 8603 Manpower Planning and Personnel Policy**

This course is designed to equip the students with the techniques of personnel policy development and implementation. It includes a detailed study of environment trend analysis, manpower planning models, manpower needs and personnel information system to forecast manpower needs and considerations of some indicators of manpower effectiveness. Policy issues considered include work force composition, wage and salary administration in the context of developing countries.

### **HRM 8604 Training and Development**

Training and development function; Strategy and training; Organization of the training department; Training needs assessment; Learning and behavior; Designing of training programs; Evaluation of training programs; Training techniques; Technical training; Training and development of managers;

Training in organization development; Theory and practice of career development; Developing career structures; Identifying organizational needs; Institutionalizing the career development system; Evaluating the system.

### **HRM 8605 Industrial Relations**

The course deals with worker-employer conflicts, origin of development of trade unions, trade unionism in the subcontinent, theories of union, process of collective bargaining, industrial dispute, grievance handling, strike and lockout, arbitration and labor laws. These are discussed in the context of socio-political and economic situation in Bangladesh. Labor laws of Bangladesh are to be studied in the course as well.

### **HRM 8606 Conflict Management and Negotiation**

Negotiation and conflict resolution are integral parts of daily life and working with people. Project managers need the skill to handle people problems before they affect performance whether the problems are within the team or with clients, customers, and stakeholders. This course covers the foundations of negotiation, negotiation strategy including planning and framing, how to recognize and prepare for the phases of a negotiation, and how cultural differences are increasingly playing a role in the global economy. Another aspect of working with people is how to deal with the inevitable conflicts that may arise. Project managers and program managers are called upon to resolve conflicts not only within their teams but also with clients, customers, and other stakeholders. This course will also cover constructive and destructive conflict, conflict resolution styles, and various approaches to conflict resolution.

### **HRM 8607 International Human Resources Management**

The purpose of this course is to develop an insight among students on the concepts, issues, and challenges of human resource management in the contexts of multi-national environment. It also covers selection, recruitment, training and development, compensation and protection of employees in the age of globalization.

### **HRM 8608 Change Management**

In turbulent times, the core of leadership is to address continuing challenges of change and organizational adaptation. This is essential for enterprise success, and those leaders with the skills to steer change effectively are in high demand. This course will arm students with practical skills and hands-on tools for planning and guiding large-scale systemic change (major strategic shifts, business turnarounds, organizational and cultural transformations), managing specific change projects (innovations, pilot projects, new and emerging ventures), and diffusing or scaling up specific projects for company growth or change. Both external consultants and internal change leaders will find these skills useful.

### **HRM 8609 Human Resource Information System**

Students will investigate the complex field of Human Resource Information Systems (HRIS) including with how communication in organizations is facilitated or impeded by existing structure and processes, methods for improving communication flows and facilitating technology implementations and change management. Emphasis placed on rational decision making, diagnosing the relationship between an organization's mission and culture, facilitating system-wide change, and improving organizational effectiveness through the use of technology.

### **HRM 8610 Labor Laws of Bangladesh**

The Labor Law plays a vital role in regulating the employment conditions and associated compliance

requirements for the employers in Bangladesh. The main objective of this course is to update and clarify the comparative understanding of Labor Law and recent changes from Bangladesh Labor.

### **HRM 8611 Organizational Development**

This course introduces organizational development, the ability of organizations, large or small, to effectively, economically and strategically make changes to improve their “products.” The course explores the history, major trends, and ethical and professional issues in the organizational development field.

### **HRM 8612 Compensation Management**

This course will encompass the concepts, theories, and issues of compensation management in the organizational context. The micro and macroeconomic concepts of reward and incentive system, related regulatory and policy framework, and the skills and techniques for administration of compensation will be covered in the course.

### **HRM 8613 Gender in Management**

This course is designed to prompt an exploration of common behaviors and attitudes towards gender differences. It will present facts and figures about the situation of women and men in our society today – and references from key documents that highlight policies formulated to address gender concerns and how to manage gender issues in the organization.

## **Management Information Systems (MIS)**

### **MIS 8601 System Analysis and Design**

The course is designed to train the students the methodology and techniques of system analysis including critical path methods, search techniques, waiting lines, linear programming, dynamic programming and simulation experiments etc. Project work includes design and development of systems.

### **MIS 8602 Database Management Systems**

The course covers theories and models in system-centered approaches to information retrieval and database management. Information retrieval and database management systems include text and multimedia databases, web search engines and digital libraries. Issues in system design, development and evaluation, and tools for searching, retrieval, user interfaces and usability.

### **MIS 8603 Decision Support Systems**

This course aims at developing an understanding on the concepts and theories of decision support system including human decision-making process, types of decision support systems, DSS models and architectures, and mathematical models and optimization in expert systems.

### **MIS 8604 Object-Oriented Programming**

This course is designed to provide students the opportunity to examine visual basic programming, learn how to create windows applications using the Microsoft Visual Basic, modify existing windows applications with VB for applications, and understand the practical application of VB features. Additionally, the course is concerned with programming logic, documentation, design choices, and the Systems Development Life Cycle.

### **MIS 8605 E-Commerce**

This course provides a comprehensive presentation of the concepts, technologies, and tools necessary for designing and implementing information systems that support electronic commerce (e-commerce) initiatives. The primary objective is to familiarize students with the current literature related to e-commerce including networking basics, infrastructure architectures, security, front-end /back-end integration, development tools, emerging business models, marketing tactics, online investing, and designing interactive Web sites to enhance usability.

### **MIS 8606 Digital Office Automation**

The main objective of this course is to introduce the students into the various aspects of office automation, automation information concepts and technology used in office automation including communication, storage, and retrieval systems.

### **MIS 8607 Operating System**

This course is an introduction to the theory and practice behind modern computer operating systems. Topics will include what an operating system does (and doesn't) do, system calls and interfaces, processes, concurrent programming, resource scheduling and management (of the CPU, memory, etc.), virtual memory, deadlocks, distributed systems and algorithms, networked computing and programming, and security.

### **MIS 8608 System Integration, Security and Internet**

This course is an intensive review of information technology. It covers topics in software development methods, data modeling and databases, application development, Web standards and development, system integration, security, and data communications. Most of the homework sets lead the class through a project in which a database and Web application are designed and constructed, using good software process and addressing security, network and other issues.

### **MIS 8609 Applied Artificial Intelligence**

This course includes object-oriented programming, state-space search, machine learning (including neural networks), and Bayesian methods for reasoning under uncertainty. These techniques will be applied to problems of engineering design, diagnosis, scheduling, and computer vision. Students will also learn enough object-oriented programming skills in C++ to apply these techniques.

### **MIS 8610 Data Communication and Networking**

The course emphasizes basic principles and topics of computer communications. The first part of the course provides an overview of interfaces that interconnect hardware and software components, describes the procedures and rules involved in the communication process and most importantly the software which controls computers communication. The second part of the course discusses network architectures and design principles, and describes the basic protocol suites. The third part of the course introduces the concept of internetworking, a powerful abstraction that deals with the complexity of multiple underlying communication technologies.

### **MIS 8611 Management of Innovation and Technology**

This course is designed to provide students with a basic understanding of how to develop and implement computer-based management information systems. Students are introduced to a variety of system development concepts and techniques. These can include traditional approaches such as top-down or structured analysis, problem definition, feasibility analysis, enterprise analysis, and data flow diagrams, as well as interactive and iterative development approaches such as prototyping and object-oriented concepts and techniques. The course also explores topics related to successful implementation of systems such as testing strategies, project management, and user oriented design and software maintenance. Students will work in teams to analyze design and build a small information system.

## **Marketing**

### **MKT 8602 Global Marketing**

The course deals with conceptual framework for analysis of the environment of international market, review of international trade theory, analysis of balance of payment position and foreign currency market, export market in Bangladesh context. International joint ventures, licensing and leasing arrangements, patents and copyrights, international trade agreements and regional trade grouping, generalized system of preferences, packaging, shipping and financing practices in the international market.

### **MKT 8603 Consumer Behavior**

This course explores the consumption process and the factors affecting the process. It also studies individual consumer behavior as well as behavior influenced by group dynamics. The topics also include issues like perception, peer pressure, opinion leader formation etc.

### **MKT 8604 Integrated Marketing Communications**

The course deals with theories and practices of advertising sales management, promotion and public relation as they relate to overall marketing program and marketing information systems.

### **MKT 8605 Brand Management**

The course deals with brand and branding; Evolution of brand and branding; Significance of brand in

21<sup>st</sup> century; The concept of brand value; Understanding brand value; The challenges of global brand management; Approaches to branding; Levels of a brand; Process of developing an effective brand; The brand's narrative; Various scenarios of Brand development; Different kinds of brand; Building customer brand value from the customer's view.

### **MKT 8606 Strategic Marketing**

This course provides students with solid experience in creating market driven and market driving strategies for the future success of a business. A focus is on discovering and developing a set of unique competencies for a firm that, through strategic differentiation, leads to sustainable competitive advantage in the marketplace. Students are provided ample opportunity to develop and practice creative problem solving and decision making skills to simulate the requirements of today's complex market environment.

### **MKT 8607 Services Marketing**

Explores the marketing of services in consumer, business, not-for-profit and global settings. Management of the marketing effort for service businesses (hotels, restaurants, banks, legal firms, medical offices etc.) using case analyses, exercises and projects which deal with crucial aspects of service design and marketing delivery. It investigates the nature of services and the theories, concepts, tactics and strategies for solving marketing problems, improving service quality and ensuring customer satisfaction

### **MKT 8608 Marketing Research**

This course is designed to train the students in using the tools and techniques for developing and analytical framework of marketing, developing solutions to marketing problem, formulations of marketing strategy, introductions to research techniques in marketing, review of sources of marketing information, collection, tabulation, analysis and interpretation of marketing information.

### **MKT 8609 Customer Relationship Management (CRM)**

Customer Relationship Management (CRM) is an IT enabled business strategy and a set of business processes and policies that are designed to acquire, retain, and service customers. CRM includes the customer-facing business process of marketing, sales, and customer services. CRM technologies (like databases or data warehouses) and software are used to support these processes, storing information on current and prospective customers. Effective CRM is having the ability to determine, maintain or increase customer profitability and its drivers.

### **MKT 8610 Sales and Retail Management**

This course is designed to provide students with the skills and knowledge they may need to manage sales and retail activities. This course enables students to obtain knowledge in the area of retailing; from stores manager to regional manager; from a single outlet to the control of supplies for a chain of retail stores.

### **MKT 8611 Industrial Marketing**

The aim of the course is to deepen the participants understanding of strategic brand management, and marketing within industrial and consumer markets. The course takes a holistic approach to marketing and brand management. Contemporary marketing trends and downstream brand management strategies are important topics.



### **MKT 8612 Agricultural Marketing**

This course covers the principles of agricultural marketing, including consumer demand and economic system fundamentals, functions and methods of marketing agricultural commodities, marketing agricultural industry inputs, legal and industry responsibilities, international marketing, marketing planning, and promoting and selling in agriculture.

### **MKT 8613 Social Marketing and Corporate Social Responsibility**

This course examines the nature of social marketing, and how marketing concepts, frameworks and techniques developed for commercial marketers can solve social marketing problems. It provides tools and ideas to help you apply social marketing to your own context – examining consumer behavior, social marketing planning, situational and stakeholder analysis, segmentation and targeting, research, marketing mix, relationship marketing and evaluation.

### **MKT 8614 E-Marketing**

This course examines the integration of the Internet in an organization's marketing strategy. Topics include goals for e- marketing, customer communications, interactive internet pages, and customer service issues, required infrastructures etc.

### **MKT 8615 Rural Marketing**

The main objective of this course is to develop an insight into rural marketing regarding different concepts and basic practices in this area and to discuss the challenges and opportunities in the field of rural marketing.

### **MKT 8616 Marketing Channels Management**

This course deals with marketing channel concepts and the channel participants; behavioral processes in marketing channels and strategy in marketing channels; target markets and channel design strategy; pricing issues in channel management; logistics and channel management; international channel perspective.

### **MKT 8617 Sales-force Management**

An integrated approach to sales management has a direct effect on sales performance. As well as providing a thorough and up-to-date overview of the relevant theory and research evidence, this elective considers sales force management from a strategic perspective. Practical actions which sales managers can take to direct, influence and control sales staff are examined together with implementation issues such as sales force recruitment and selection, sales training, motivation and reward. Two more key aspects are evaluation and control of sales programs.

## **Accounting**

### **ACC 8602 Advanced Financial Accounting**

This course focuses on accounting for long-term inter-corporate investments, particularly methods of consolidation accounting; but there is also coverage of international accounting, accounting for foreign currency transactions and business combinations.

### **ACC 8603 Environmental Accounting**

This course will help students to expand their awareness of the profession's responsibility toward environmental problems and the broader issues of sustainability. The interest in environmental accounting issues has grown rapidly in recent years, and the issues impact the various specializations within the field of accounting, including financial reporting, analysis and disclosure, cost management and managerial decision making, capital investment analysis, auditing, and taxation. This course categorizes topics into the conventional model of accounting and an expanded model of accounting. The expanded model allows for a creative approach to problem solving on environmental issues outside of the traditional boundaries of accounting.

### **ACC 8604 Forensic Accounting**

Fraud risk is becoming more prevalent as corporate and government organizations face changing economic, regulatory, and competitive challenges across industries and countries. This course will develop expertise and competency in the area of forensic accounting. The course will concentrate on the core skills required to identify, detect, and prevent fraud. Students will learn how to develop evidence to support a fraud case through litigation support and expert testimony techniques.

### **ACC 8605 Advanced Cost Accounting**

This course aims to introduce advanced topics in cost accounting. This course deals with strategic profitability analysis; cost allocation and resources; quality and Just-In Time Inventory, and investment decisions and management control.

### **ACC 8606 Financial Information Analysis and Control**

This course is about the analysis of financial information arising primarily from the financial reports of entities. Fundamental analysis techniques are examined in detail with particular emphasis on the application of these techniques in equity (share) valuation decisions in various contexts.

### **ACC 8607 Corporate Financial Reporting**

This course aims to introduce students to selected issues in financial reporting. The students should be familiar with the financial reporting issues in the international context. The course is based on International Financial Reporting Standards, and also referring to Generally Accepted Accounting Principles.

### **ACC 8608 Taxation**

The objective of this course is to acquaint the students with the implications of tax laws with a view to integrating the relevance of the laws with corporate profit planning and managerial decision making.

### **ACC 8609 Advanced Auditing and Assurance Services**

This course includes a consideration of the role of the auditor, the organization of the accounting profession, and the current audit environment. It introduces the student to generally accepted auditing standards, professional ethics, and legal liability. A conceptual theory of auditing is discussed and practical examples of auditing techniques and work programs are used to illustrate the application of the theory. The course also covers the auditor's reporting standards and uses case studies and professional journal articles as bases for discussion and analysis.

### **ACC 8610 Applied Accounting Theory**

This course is designed to provide students with a deeper understanding of the function of accounting in today's complex business environment. The course introduces the student to the role of theory the development and application of accounting. The learning process involves reflection on the role of theory and research in understanding existing practice and guiding the evolution of accounting within a changing economic environment.

### **ACC 8611 Strategic Management Accounting**

This course is designed to address the recent developments of management accounting. Issues include role and practice of Management Accounting in organizations, especially in relation to the provision of support for strategy formulation and implementation in competitive environment.

### **ACC 8612 Accounting Information System**

In the competitive organizations of today, and tomorrow, accountants cannot simply prepare and report information; they must take a more active role in understanding and creating systems and processes that impact the organization's bottom line. This course creates a framework for accounting information systems by combining knowledge about business as it relates to information systems, information technology, and accounting.

### **ACC 8613 Introduction to Governmental Accounting**

This course deals with fund accounting as applied to governmental and nonprofit entities, municipalities, hospitals and universities. Budgets, tax levies, revenues and appropriations, expenditures and encumbrances, various types of funds, and accounting statements will be covered in this course.

### **ACC 8614 Accounting Based on IAS**

The main objectives of this course can be summarized as providing the students with a good understanding of the main theoretical concepts and of the actual practices underlying the international accounting standards and a good awareness of the major challenges faced by companies in these matters.

### **ACC 8615 Corporate Governance**

The objectives of this course is to study various models and mechanisms of corporate governance, recognize the shareholder/stakeholder rights and responsibilities, elucidate the issues pertaining to the board of directors and management, expound on the audit committees, analyze the corporate scandals along with corporate best practices and the legislations on corporate governance and responsibility.

### **ACC 8616 Advanced Management Accounting**

This course develops a conceptual understanding of the role of management accounting information. Students learn to perform analyses to support managerial decisions, design and implement effective management control systems, and develop an awareness of the moral responsibilities of management accountants. Topics include management accounting and management decisions; relevant information and complications in short-run decisions; capital budgeting; contemporary approaches to product costing; agency theory; responsibility accounting and transfer pricing.

## **ACC 8617 Accounting Ethics and Professional Responsibilities**

This course explores ethics and professional responsibility in the accounting profession. Students will discuss the evolutionary role of ethics as it pertains to the accounting profession. The course will also have students investigate and analyze case studies regarding ethical situations and issues confronted by the accounting profession. The course will also provide an introduction to professional responsibilities required of those in the Accounting profession.

## **Operations Management**

### **OMT 8602 Operations Research**

This course deals with introduction to Operation Research; Review of Probability concepts; conditional and expected value; Value of Information; Utility as basis for decision Making; Decision Theory; Game Theory; Linear Programming: The Simplex method, the Dual Problem and the Transportation problem; Waiting line and simulation; Practical application.

### **OMT 8603 Production planning and Inventory Management**

The course is designed to cover production planning, production scheduling, and inventory control decisions in manufacturing and service organizations; Special topics include: Manufacturing resource planning; use of inventory control in buffering manufacturing activities. It also highlights on inventory planning, inventory operations and warehouse planning.

### **OMT 8604 Logistics in Supply Chain Management**

This course deals with logistics and supply chain overview; inventory management; order processing and information system; material management; transportation management; warehouse management.

### **OMT 8605 Quality Management**

Meaning and measurement of quality; concept of total quality management (TQM); Management approaches, concepts, and techniques for the monitoring and improvement of product and process quality; developing standards for quality of product, process, and service; developing a corporate orientation for TQM.

### **OMT 8606 Project Management**

The course deals with project identification, preparation appraisal, management of implementation and post project evaluation. Basic techniques like network analysis, organizing and control aspects of project implementation in relation to resources, time scale and information processing are emphasized. Feasibility study of a business project is a major part of the course. This course acquaints the students with latest available project management software.

### **OMT 8607 Productivity Management**

Concept of productivity; measurement of productivity; long vs. short term productivity; factors in productivity ; reasons for low productivity; measures to improve productivity; developing a productivity orientation in the organization; reward-punishment system for productivity enhancement.

### **OMT 8608 Enterprise Resource Planning**

This course examines the principles and techniques for planning and managing resource used in a

manufacturing facility. Topics include demand management, inventory management, master scheduling, material and capacity planning, and lean/just-in-time manufacturing.

### **OMT 8609 Technology Management**

Technology management is an introduction to the management of firms in high-technology industries such as software development and biotechnology research. The course uses cases, readings, and exercises to understand the issues involved in motivating and managing knowledge workers, organizing for innovation, and decision making in fast-paced business environments.

### **OMT 8610 Product and Services Development**

This course deals with the development of effort through to monitoring post-launch success; methods of market research and the use of analytical approaches such as perceptual mapping, benefit segmentation, trends unbundling and morphological analysis; screening and ranking processes to set priorities for development; converting concepts into prototypes; developing strategies and plans for the commercial launch. Some exercises may require flexibility with the timing of classes.

### **OMT 8611 Strategic Operations Management**

The course provides unifying framework for analyzing strategic issues in manufacturing and service operations. It analyzes relationships between manufacturing and service companies and their suppliers, customers, and competitors. It also covers decisions in technology, facilities, vertical integration, human resources and other strategic areas. It explores means of competition such as cost, quality, and innovativeness. Finally it provides an approach to make operations decisions in the era of outsourcing and globalization.

## **Entrepreneurship**

### **EPD 8601 Appropriate Technology**

This course is designed to give students a broad overview of the main topics encompassed by management of technology. It includes the full chain of innovative activities beginning with research and development and extending through production and marketing. Focus is given on issues like why many existing firms fail to incorporate new technology in a timely manner. At each stage of innovation, key factors determining successful management of technology are examined. The integrating course focus is on the emergence of the knowledge economy and technology as a key knowledge asset and will involve both general readings and cases.

### **EPD 8602 Technology Management**

Technology management is an introduction to the management of firms in high-technology industries such as software development and biotechnology research. The course uses cases, readings, and exercises to understand the issues involved in motivating and managing knowledge workers, organizing for innovation, and decision making in fast-paced business environments.

### **EPD 8603 Small and Medium Enterprise**

The course is designed to investigate the opportunities in entrepreneurship development for SME in Bangladesh. It should focus on Role of Bangladesh Bank, Different Financial Agencies of Government like Specialized Banks, BISIC and Others, Preparation of SME Projects, Evaluation and Application of Financial and marketing knowledge, examines the Basic Principles for Planning and Managing Resources.

### **EPD 8604 Innovation Management**

This course is designed to do two things. First, to give you a sense of why building a rich understanding of innovation is both exciting and critical to modern managerial practice, and second, to give you a solid grounding in the tools necessary to manage it. The course moves deliberately between strategic issues (what should you do?) and organizational or managerial issues (how should you do it?), though the focus of the course is more on process and implementation. The course will also address the difficulty to separate completely “incremental” and “radical” innovation (a strategic axis) as well as the problems of “new” or “small” firms versus “established” or “large” organizations.

The objective of this course is to provide a contemporary view of managing innovation that focuses on the links between groups within an organization. It is also designed to suit students who themselves are innovative and would like to make changes in both new and established businesses. This course therefore provides an understanding of the processes of innovation and business formation, the management of innovation and growth within an organization, how the concepts of organizational behavior and culture effect innovation and growth, and finally illustrate the need for leadership and team building in innovative organizations.

### **EPD 8605 Project Management**

This course deals with project identification, preparation, appraisal, management of implementation and cross project evaluation. Basic techniques like network analysis, organization and control aspects of project implementation in relation to resources, time skill and information processing are emphasized.

### **EPD 8606 Entrepreneurship Development**

The main objective of this course is to make the students acquainted with modern entrepreneurial tools by which an "Entrepreneur" endeavors to solve problems as time best suits. Moreover, at the edge of every chapter, case studies are made obligatory for the students so that they may observe the practical implications of the entrepreneurial tools in various business complexities.

### **EPD 8607 Entrepreneurship & Small Business Management**

This course may include topics like The entrepreneur's role in economic development, The issues around the concepts of entrepreneurship and enterprise, The issues surrounding the types of people who start their own business and the reasons for doing it, The socio-culture and environment factors that affect the development of entrepreneurship in a society, The main business growth models and their relevance, The key internal management issues faced by fast growing businesses and some of the ways in which they can be addressed, The ingredients which are important for the success of a new business, The key problems associated with business failure, Career in small business, Starting a small business, SWOT analysis, Idea generation, developing business plan.

### **EPD 8608 Building and Sustaining a successful Enterprise**

This course will introduce models about the key jobs of the managers, who must integrate the marketing, product development, operations, strategic planning, financial, and human dimensions of the enterprise. It will also help students in knowing the root cause of the challenges the managers usually face, and to develop action plans for resolving them. This course will address which are relevant to start-up companies as well as large, established ones.

### **EPD 8609 Managing Change**

The ubiquitous scale of change taking place in organizations today suggests a need to manage the change process in a smoothly functioning way. Yet, the change process is fraught with perils and

paradoxes, the resolution of which is oftentimes uncertain and elusive. This course offers a look at the change process from several angles, and attempts to elucidate the paradoxes informing the dynamics of change that is in keeping with the complex and ambiguous nature of organizational renewal.

### **EPD 8610 Conflict Management and Negotiation**

Negotiation and conflict resolution are integral parts of daily life and working with people. Project managers need the skill to handle people problems before they affect performance whether the problems are within the team or with clients, customers, and stakeholders. This course covers the foundations of negotiation, negotiation strategy including planning and framing, how to recognize and prepare for the phases of a negotiation, and how cultural differences are increasingly playing a role in the global economy. Another aspect of working with people is how to deal with the inevitable conflicts that may arise. Project managers and program managers are called upon to resolve conflicts not only within their teams but also with clients, customers, and other stakeholders. This course will also cover constructive and destructive conflict, conflict resolution styles, and various approaches to conflict resolution.

## **Supply Chain Management (SCM)**

### **SCM 8601 Sales and Operations Planning**

This course offers a clear understanding of the relation between forecast and planning, the value of scheduling and planning for production, the different inventory management techniques as well as the tools and performance indicators used in these activities. By attending this course students will gain knowledge on planning, scheduling, material requirement planning and warehouse and inventory management.

### **SCM 8602: Sourcing Management**

This course serves the purpose of creating a detailed understanding on the role of sourcing in a supply chain, ways and means of effectively managing various activities of sourcing management, different sourcing strategies, contract management and overall procurement execution. This also covers principles and techniques related to sourcing management that enhances competitive advantage of a manufacturing or service organization. This covers both strategic and operational issues in the area of sourcing in the Logistics and Supply Chain Management. At the completion of this course, students are expected to capably appreciate importance of sourcing management in the global perspective and learn tools and techniques of making the business competitive with the use of effective sourcing management.

### **SCM 8603: Logistics Management**

This course deals with Logistics and supply chain overview; inventory management; order processing and information system; material management; transportation management; warehouse management.

### **SCM 8604: International Supply Chain Management**

This course deals with International supply chain management; international logistics infrastructure; method of entry into foreign market, international contracts; terms of payment; currency of payment; and international negotiation.

### **SCM 8605: Strategic Supply Chain Management**

This course serves as an introduction to modern supply chain management principles and techniques that enhances competitive advantage of a manufacturing or service organization. This covers both strategic and operational issues in Logistics and Supply Chain Management. At the completion of this course, students are expected to capably appreciate importance of supply chain management in the global perspective and learn tools and techniques of making the business competitive with the use of Supply Chain Management.

**SCM 8606: Marketing Channel Management**

This course deals with marketing channel concepts and the channel participants; behavioral processes in marketing channels and strategy in marketing channels; target markets and channel design strategy; pricing issues in channel management; logistics and channel management; international channel perspective.

**SCM 8607: Enterprise Resource Planning**

This course examines the principles and techniques for planning and managing resource used in a manufacturing facility. Topics include demand management, inventory management, master scheduling, material and capacity planning, and lean/just-in-time manufacturing.

**SCM 8608: Production Planning and Inventory Management**

This course helps students designing and improving supply chain operations particularly in the areas of inventory control, forecasting, planning, and networking. In this course students will also receive comprehensive knowledge in the areas of modern supply chain tools including ERP and its applications. Successful completion of this course will enable students with the capability of contributing into building of a sustainable supply chain platform to cope with future global supply chain pressures and complexities.