

Course Code	Course Name	Teaching Scheme (Hrs/week)			Credits Assigned			
		L	T	P	L	T	P	Total
		<b>3</b>	<b>1</b>	<b>--</b>	<b>3</b>	<b>1</b>	<b>--</b>	<b>4</b>
<b>MCA14</b>	<b>Principles of Management</b>	<b>Examination Scheme</b>						
		<b>ISE</b>		<b>MSE</b>		<b>ESE</b>		
		<b>10</b>	<b>30</b>	<b>100 (60% Weightage)</b>				

Pre-requisite Course Codes	--	
<b>Course Outcomes</b>	CO1	To understand management evolution and management's four functions: planning, organizing, leading, and controlling.
	CO2	To understand social responsibility and ethical issues involved in business situations
	CO3	How organizations adapt to an uncertain environment and identify techniques managers use to influence and control the internal environment.
	CO4	Develop leadership styles to anticipate the consequences of each leadership style.
	CO5	Analyze both qualitative and quantitative information to isolate issues and formulate best control methods

Module No.	Unit No.	Topics	Ref.	Hrs.
<b>1</b>		<b>Management- Introduction</b>	1,2	4
	<b>1.1</b>	What is management, how is management defined, is management art or science?		
	<b>1.2</b>	Role of managers, Mintezberg's set of Ten Roles, managerial skills		
	<b>1.3</b>	The P-O-L-C framework		
<b>2</b>		<b>The Evolution of Management Thought</b>	1,2,3	6
	<b>2.1</b>	Management Classical approach: Classical thought of management, Henry Fayol's universal Process theory		
	<b>2.2</b>	Behavioral and human relations approach Management		
	<b>2.3</b>	The modern Theory: Chester Barnard and social systems theory, Quality school of management		
	<b>2.4</b>	Kaizen approach, Reengineering approach		
<b>3</b>		<b>Management Framework</b>	2,3,4	6
	<b>3.1</b>	Vision, Mission and values: Role played by vision and mission, values, stakeholders, Identifying key stakeholders		
	<b>3.2</b>	Personality and attitude: Role of personality and attitude in organization, importance of personality,		
	<b>3.3</b>	The Big-5 Personality Traits , Work Attitude and		

		Behavior:		
	<b>3.4</b>	Positive work attitude, Job Satisfaction, Organizational commitment		
<b>4</b>		<b>Planning</b>	2,3	4
	<b>4.1</b>	Nature, Types and steps of planning, Importance of planning; The strategic planning process,		
	<b>4.2</b>	Nature of objectives, Management by Objectives (MBO); Nature and purpose of strategies and policies		
	<b>4.3</b>	Major kinds of strategies and policies, Effective implementation strategies		
<b>5</b>		<b>Decision Making</b>	2,3	4
	<b>5.1</b>	The importance and limitations of rational decision making, Decision making under certainty,		
	<b>5.2</b>	Risks and uncertainty, Factors affecting decision making,		
	<b>5.3</b>	Decision making styles, Decision making Tools		
<b>6</b>		<b>Organizational Structure</b>	1,2,3	4
	<b>6.1</b>	Importance of organizing, Principals of organizing,		
	<b>6.2</b>	Types of Organizational structure		
	<b>6.3</b>	The Organizational Process		
<b>7</b>		<b>Human Factors, Motivation and Leadership</b>	1,4	4
	<b>7.1</b>	Human factors in managing, Motivation and motivators; Styles and functions of leadership		
	<b>7.2</b>	Special motivational techniques, Defining Leadership, Ingredients of leadership,		
	<b>7.3</b>	Trait approach to leadership, Situational or contingency approaches to leadership		
<b>8</b>		<b>Communication</b>	1,2,4	4
	<b>8.1</b>	Definition of communication, The communication process,		
	<b>8.2</b>	Barriers and breakdowns in communication; Towards effective communication		
	<b>8.3</b>	Electronic media in communication.		
<b>9</b>		<b>Change Management</b>	2,4	4
	<b>9.1</b>	Need of Change, Organizational Change factors (Internal environment and external Environment),		
	<b>9.2</b>	Planning Organizational change, Resistance to changes		
	<b>9.3</b>	Impact of change, Overcoming Resistance to change		
<b>10</b>		<b>Comparative Management</b>		2
	<b>10.1</b>	Special features of management Japan, China and Germany.		
			<b>Total</b>	<b>42</b>

### References:

- [1] Koontz Harold & Weihrich Heinz, "Essentials of Management", MGH, 8th edition.
- [2] Tripathi, P. C. & Reddy, P.N, "Principles of management", Tata McGraw Hill, tenth edition.
- [3] Ramasuamy.V.S. & Namakumari, S., "Marketing Management: Planning implementation and control", Mcmillan & Co, Seventh Edition