

Course Name: Master of Business Administration (Human Resource Management) Semester 3

Sr. No.	Subject Code	Name of Subject	Hrs/Week	Course Type	Credit	Examination Scheme						
						Duration of Exam Hours	External		Internal		Total Max Marks	Min. Agg. Marks
							Max Marks	Min. Pass Marks	Max Marks	Min. Pass Marks		
1	MBA/301/HR	Legal Framework Governing Human Relations	4	DSC	4	3	70	35	30	15	100	350
2	MBA/302/HR	Organizational Change and Interventional Strategies	4	DSC	4	3	70	35	30	15	100	
3	MBA/303/HR	Team Dynamics at Work	4	DSC	4	3	70	35	30	15	100	
4	MBA/304/HR	Performance Management System	4	DSC	4	3	70	35	30	15	100	
5	MBA/305/HR/ MBA/306/HR	International Human Resource Management / Global HRM	4	DSE	4	3	70	35	30	15	100	
6	MBA/307/HR	Strategic HRM	4	DSC	4	3	70	35	30	15	100	
7	MBA/308	UHV 1	4	DSC	4	Internal Assessment				100		
Total			28		28					700	350	

MBA SEMESTER III

MBA in Human Resource Management

Sr. No.	Subject Code	Name of Subject	Course Type
1	MBA/301/HR	Legal Framework Governing Human Relations	DSC
2	MBA/302/HR	Organizational Change and Intervention Strategies	DSC
3	MBA/303/HR	Team Dynamics at Work	DSC
4	MBA/304/HR	Performance Management System	DSC
5	MBA/305/HR / MBA/306/HR	International Human Resource Management / Global HRM	DSE
6	MBA/307/HR	Strategic HRM	DSC
7	MBA/308	UHV 1	DSC

MBA/301/HR

LEGAL FRAMEWORK GOVERNING HUMAN RELATIONS

COURSE OUTCOMES: After completion of this course the students will be able to

CO	COURSE OUTCOMES
1	Students will gain a basic understanding of objectives and importance of laws relating to industrial disputes and management of trade union and the role of trade unions in changing environment.
2	Understanding of various factors responsible for growth and development of labour laws.
3	Student will be able to summarize the important provisions of Wage Legislations, in reference to Payment of Wages Act 1936, Minimum Wages Act 1948 & Payment of Bonus Act 1965.
4	Student will be able to understand the laws related to working conditions in factories.

Unit: I: Laws relating to industrial disputes; Trade unions, and Standing orders, Laws relating to discharge, Misconduct, Domestic enquiry and Disciplinary action.

Unit: II: Introduction to Employment Law; Laws relating to workmen compensation, Employee state insurance, Provident fund, Gratuity and maternity benefit Act.

Unit: III Wage and Hour Laws; The Law of minimum wages, Payment of wages, Minimum wage, overtime, and exempt vs. non-exempt employees, Payment of bonus. Fair Labor Standards Act (FLSA), Recordkeeping and compliance.

Unit: IV The Laws relating to factories; Contract labour. National Labor Relations Act (NLRA), Labor unions and collective bargaining, Strikes, lockouts, and negotiation strategies.

Suggested Readings:

1. Ghaiye, B R. Law and Procedure of Departmental Enquiry in Private and Public Sector. Lucknow, Eastern Law Company, 1994.
2. John Hendy QC and Keith Ewing, "Trade Unions and the Law", Hart Publishing, Oxford, United Kingdom
3. K.R. Balasubramanyam, "Labour and Industrial Laws", Himalaya Publishing House, Mumbai, India
4. Malhotra, O P. The law of Industrial Disputes. Vol. I and II. Bombay, N.M Tripathi, 1985.
5. Malik, P L. Handbook of Industrial Law. Lucknow, Eastern Book, 1995.
6. P.L. Malik, "Industrial Law", Eastern Book Company, Lucknow, India
7. S.C. Srivastava, "Industrial Relations and Labour Laws", Vikas Publishing House, New Delhi, India

ORGANIZATIONAL CHANGE AND INTERVENTION STRATEGIES

COURSE OUTCOMES: After completion of this course the students will be able to

CO	COURSE OUTCOMES
1	Understand theories and models that form the foundation of disciplines as well as the OD diagnostic process.
2	Understand the ethics of OD professional and also can recognise ethical principles in organisational development.
3	Comprehend the main approaches of change and will be equipped with knowledge and skills required for effective change and organisational development.
4	Apply various in OD interventions and can develop a working knowledge of all aspects of OD intervention process.

Unit-I: Organization Development:

Concept and theory of Development, Approaches to problem diagnosis, Managing OD process

Unit-II: Organizational Development Techniques and OD Evaluation:

Steps in OD, General OD competencies, OD skills, Evaluation of OD, Ethics of OD professional, Future of OD.

Unit-III: Intervention Strategies:

The Burke Litwin model of organizational change, Types and models of organizational change, Major ODintervention techniques.

Unit-IV: Organizational Interventions:

Designing interventions, Interpersonal interventions, Team interventions, Inter-group interventions.

Suggested Readings:

1. Bernard Burnes, "Managing Change: A Strategic Approach to Organizational Dynamics", Pearson, Harlow, United Kingdom
2. Bimal Arora,"Organizational Change: A Comprehensive Framework",Response Books, New Delhi, India.
3. HRD (Foundation framework Application) Werner Destmone, Cengage Learning Human Resource Management; P Subba Rao, HPH
4. OD Behavior Science, Intervention for Org. Improvement; Wendell L.French (ecil H. Bell Jr.),PHI
5. R.K. Srivastava,"Organizational Change and Development: Concepts and Applications", Excel Books, New Delhi, India
6. Richard W. Woodman, William A. Pasmore, and Abraham B. Shani, "Research in Organizational Change and Development", Emerald Group Publishing,Bingley, United Kingdom

MBA/303/HR

TEAM DYNAMICS AT WORK

COURSE OUTCOMES: After completion of this course the students will be able to

CO	COURSE OUTCOMES
1	Students will be able to justify formation and development of teams and can explain the dynamics of Team & Team Building and different learning methodologies in team decision-making.
2	Student will be able to justify the applicability of various theories of Motivation, T-group sensitivity training and Johari Window and also able to justify the Conflict resolution strategy.
3	Student will be able to understand the development of team and can discover orientation through FIRO-B .
4	Students will be able to determine the importance of Interpersonal Communication and can increase their self-awareness and strengthen ability to better understand others.

UNIT: I

Nature & characteristics of team, Types of teams, Formation and development of teams, Team composition, Team decision making & problem solving processes and models of decision Making.

UNIT: II

Team performance and motivation, Team conflict and leadership, Experiential learning methodologies, T-group sensitivity training, Encounter groups, Appreciative enquiry, discovering facets of interpersonal trust through Johari Window.

UNIT: III

Team Development, Discovering the interpersonal orientation through FIRO-B, Team politics, cohesiveness.

UNIT: IV

Communication skills, Negotiation skills and strategies for team building, Team morale, Conflict resolution in teams, Competitive vs collaborative behavior, Developing collaboration, Transactional analysis.

Suggested Readings:

1. Angelo Kinicki, Robert Kreitner, Organisation Behaviour”, 3rd ed., 2009, Tata McGraw Hill
2. Bennis, W.G. Essay in Interpersonal Dynamics. U.S.A., Dorsey Press, 1979.
3. Kolb, D. etc. Organizational Behaviour: An Experiential Approach. 5th ed. Englewood Cliffs, New Jersey, Prentice Hall Inc., 1991.
4. Kolb, D. etc. Organizational Behaviour: Practical Readings for Management. 5th ed. Englewood Cliffs, New Jersey, Prentice Hall of India, 1991.
5. Mainiero, L A & Tromley C.L. Developing Managerial Skills in OB. New Delhi, Prentice Hall of India, 1985
6. Moore, M D. etc. Inside Organizations: Understanding the Human Dimensions. London, Sage, 1988.

MBA/304/HR

PERFORMANCE MANAGEMENT SYSTEM

COURSE OUTCOMES: After completion of this course the students will be able to

CO	COURSE OUTCOMES
1	Explain the concept of performance management, challenges of performance management and different advantages of implementing well-designed performance management systems.
2	Understand that performance management is an on-going process composed of several sub-processes, such as performance planning, execution, assessment, and review.
3	Analyze different methods and approaches to performance measurement and also can identify some of the common challenges, problems with the performance appraisal process.
4	Design a performance management system and also can develop key skills involved in effective performance management and employee development.

Unit I: Overview Performance Management:

Evolution of concept of performance management, Concept and perspectives of performance management. Meaning, Nature and scope of performance management. Challenges to performance management.

Unit II: Performance Management System:

Concept, Nature, Objectives, Functions. Effective performance management system, Competency based performance management system and recent developments. Models for assessing performance-balanced score card; EFQM Model

Unit III: Performance Appraisal Process & Implementation of PMS:

Performance planning- Definition, Objectives, characteristics and process. Determinants of performance. Performance appraisal-Meaning, Approaches to measuring performance: Appraisal methods Implementing performance management system.

Unit IV: Performance Management & Employee Development:

Building a high performance culture, Linkage of performance management to reward and compensation System, Performance linked career planning and promotion policy. Ethical issues and dilemmas in performance management,

Suggested Readings:

1. A.K. Singh, "Performance Management Systems: Design, Diagnosis and Use", Response Books, New Delhi, India.
2. A.S. Kohli, T. Deb, "Performance Management" Oxford publications
3. Daniels "Bringing out the best in people", McGraw-Hill Education.
4. Dipak Kumar Bhattacharyya, "Performance Management: A New Approach for Driving Business Results", Excel Books, New Delhi, India.
5. Ganesh Shermom, "Performance Management: Changing Roles and Strategies", Excel Books, New Delhi, India.
6. HBR Guide to Performance Management
7. Sarma A.M., "Performance Management System", Himalaya Publication
8. T.V. Rao and Raju Rao, "Performance Management and Appraisal Systems: HR Tools for Global Competitiveness", Publisher: SAGE Publications, New Delhi, India.
9. T.V. Rao, "Performance Management: Toward Organizational Excellence" Sage publications
10. V.S.P. Rao, "Performance Management and Appraisal Systems: Text and Cases", Himalaya Publishing House, Mumbai, India

MBA/305/HR

INTERNATIONAL HUMAN RESOURCE MANAGEMENT

COURSE OUTCOMES: After completion of this course the students will be able to

CO	COURSE OUTCOMES
1	Recognize, outline, and illustrate the enduring global contexts of International HRM understanding and key skills required by HR professionals working in an international context with multinational organizations.
2	Demonstrate; appraise the implications of IHRM in the Host Country Context and managing alliances and joint venture.
3	Differentiate the Context of Cross-border Alliances, prepare staffing international operations for sustained global growth, recruiting and selecting staff for international assignments,
4	Evaluate, interpret issues of international training, development and also can able to comprehend HRM practices in different countries.

UNIT I:

Introduction of international human resource management, Approaches and challenges in global labour market, Linking HR to international expansion strategies, Socio-cultural context, Global integration and differentiation.

UNIT II:

Culture and employee management, Management issues responding to diversity, Challenges of localization, Mastering expatriation, Managing alliances and joint ventures.

UNIT-III:

HR challenges in cross border integration, Legal issues in global workforce management, Staffing in international context, Appraisal of expatriate, Third and host country national employees, Issue in international performance management.

UNIT-IV:

International training, International compensation approaches, Composition, Social security system across countries, Emerging issues, HRM practices in different countries.

Suggested Readings:

1. K Ashwathappa, International Human Resource Management, Tata Mcgraw Hill Publication
2. K. Aswathappa, "International Human Resource Management: Text and Cases", McGraw-Hill Education, New Delhi, India
3. Nilanjan Sengupta, International Human Resource Management, excel book Publications
4. P. Subba Rao, "International Human Resource Management: Text and Cases", Himalaya Publishing House, Mumbai, India
5. Pawan S. Budhwar and Yaw A. Debrah, "Human Resource Management in Developing Countries", Routledge, New York, United States
6. Pramod Verma, Pawan S. Budhwar, and Harshita A. Kumari, "Advances in International Human Resource Management: Perspectives from India", Routledge, Abingdon, United Kingdom
7. SC Gupta, Textbook of international HRM, MacMillan publishers India Limited
8. Srinivas R. Kandula, "International Human Resource Management: Managing People in a Multinational Context", Oxford University Press, New Delhi, India

MBA/306/HR

GLOBAL HRM

COURSE OUTCOMES: After completion of this course the students will be able to

CO	COURSE OUTCOMES
1	Understand the role of HRM in the context of global business strategies.
2	Analyze the challenges and opportunities of managing a geographically dispersed workforce.
3	Apply cross-border HRM practices and adapt them to different cultural contexts.
4	Address ethical and legal considerations in global HRM.

Unit 1: Foundations of Global HRM: Overview of global HRM and its significance, Key drivers of globalization and their HR implications, The role of HRM in achieving international business objectives, Aligning HRM with global business strategy, Developing an international HRM strategy

Unit 2: Managing a Global Workforce: Approaches to international staffing (e.g., expatriation, localization, global sourcing), Challenges in expatriate management, Talent management in a global context, International performance management and appraisal
Retaining and developing global talent

Unit 3: Cross-Cultural HRM; Cross-cultural communication challenges, Developing intercultural communication skills, Leadership styles across cultures, Leading international and multicultural teams, International labor laws and regulations, Ethical dilemmas in global HRM, Ensuring compliance and corporate social responsibility

Unit 4: Emerging Trends and Future Challenges

Emerging trends in global HRM (e.g., virtual teams, gig economy), The impact of technology on global HRM, Preparing for future challenges in global HRM

Suggested Readings:

1. "The Future of Work: Attract New Talent, Build Better Leaders, and Create a Competitive Organization" by Jacob Morgan
2. : "Global HR Competencies: Mastering Competitive Value from the Outside-In" by Dave Ulrich and Wayne Brockbank
3. "The New HR Leader's First 100 Days: How To Start Strong, Hit The Ground Running & ACHIEVE SUCCESS FASTER As A New Human Resources Manager, Director or VP" by Alan Collins
4. "The Talent Management Handbook: Creating Organizational Excellence by Identifying, Developing, and Promoting Your Best People" by Lance A. Berger and Dorothy R. Berger
5. "Business Ethics: Concepts and Cases" by Manuel G. Velasquez

MBA/307/HR
STRATEGIC HRM

CO	COURSE OUTCOMES
1	Understand the strategic role of HRM: Students will comprehend the strategic importance of HRM in achieving organizational goals and sustaining competitive advantage.
2	Analyze HRM practices for alignment with organizational strategy: Students will be able to evaluate HRM practices to ensure alignment with organizational objectives and business strategy.
3	Develop talent management strategies: Students will learn to develop and implement talent management strategies to attract, retain, and develop a diverse workforce.
4	Apply HR analytics for informed decision-making: Students will be able to utilize HR analytics tools and techniques to analyze HR data and make data-driven decisions to enhance organizational performance.

Unit 1: Strategic HR Planning and Alignment: Introduction to Strategic HRM, HR Planning Process, Aligning HR Strategy with Business Strategy, Environmental Scanning and SWOT Analysis

Unit 2: Talent Management and Development: Talent Acquisition and Retention Strategies, Succession Planning and Leadership Development, Performance Management Systems, Learning and Development Initiatives

Unit 3: Diversity and Inclusion Management: Understanding Diversity and Inclusion, Managing Cultural Differences, Creating Inclusive Workplaces, Leveraging Diversity for Competitive Advantage

Unit 4: HR Metrics and Analytics: Introduction to HR Metrics and Analytics, Data Collection and Analysis Methods, HR Analytics Tools and Techniques, Using HR Analytics for Decision Making

Reference Books:

1. "Strategic Human Resource Management" by Jeffrey A. Mello
2. "Human Resource Management: Theory and Practice" by John Bratton and Jeffrey Gold
3. "Strategic Staffing: A Comprehensive System for Effective Workforce Planning" by Thomas P. Bechet
4. "HR Analytics Handbook" by Steven Aspelng
5. "Strategic HRM: Contemporary Issues" edited by Cary L. Cooper and Ronald J. Burke
6. "HR from the Outside In: Six Competencies for the Future of Human Resources" by Dave Ulrich, Jon Younger, Wayne Brockbank, and Mike Ulrich

MBA 308

UNIVERSAL HUMAN VALUES - I

CO#	Course Outcome
1	Distinguish between values and skills, happiness and accumulation of physical facilities, the Self and the Body, Intention and Competence of an individual, etc.
2	Analyze the value of harmonious relationships based on trust and respect in their life and profession.
3	Examine the role of a human being in ensuring harmony in society and nature and Apply the understanding of ethical conduct to formulate the strategy for ethical life and profession.

Unit 1: - Understanding Value Education, Self-exploration as the Process for Value Education, Continuous Happiness, and Prosperity – the Basic Human Aspirations, Right Understanding, Relationship and Physical Facility, Happiness and Prosperity – Current Scenario, Method to fulfil the Basic Human Aspirations. Understanding Human being as the Co-existence of the Self and the Body, distinguishing between the Needs of the Self and the Body, The Body as an Instrument of the Self, Understanding Harmony in the Self, Harmony of the Self with the Body, Program to ensure self-regulation and Health.

Unit 2: - Harmony in the Family – the Basic Unit of Human Interaction, Values in Human-to-Human Relationship, Nine universal values in relationships viz. Trust, Respect, Affection, Care, Guidance, Reverence, Glory, Gratitude, Love.

Unit 3: - Understanding Harmony in Society, Vision for the Universal Human Order, Human Order Five Dimension.

Unit 4: - Understanding Harmony in the Nature, self-regulation & mutual fulfillment among the Four orders of Nature, Realizing Existence as co-existence at all levels holistic perception of harmony in existence.

Textbooks:

1. Human Values and Professional Ethics by R R Gaur, R Sangal, G P Bagaria, Excel Books, New Delhi, 2010.
2. A Foundation Course in Human Values and Professional Ethics, R R Gaur, R Asthana, G P Bagaria, 2nd Revised Edition, Excel Books, New Delhi, 2019. ISBN 978-93-87034-47-1

Reference Books:

1. Jeevan Vidya: Ek Parichaya, A Nagaraj, Jeevan Vidya Prakashan, Amarkantak, 1999.
2. Human Values, A.N. Tripathi, New Age Intl. Publishers, New Delhi, 2004.
3. The Story of My Experiments with Truth - by Mohandas Karamchand Gandhi
4. On Education – J Krishnamurthy

Course Name: Master of Business Administration (Human Resource Management) Semester 4

Sr. No.	Subject Code	Name of Subject	Hrs/Week	Course Type	Credit	Examination Scheme						
						Duration of Exam Hours	External		Internal		Total Max Marks	Min. Agg. Marks
							Max Marks	Min. Pass Marks	Max Marks	Min. Pass Marks		
1	MBA/401	Corporate and Social Responsibility	4	DSC	4	3	70	35	30	15	100	250
2	MBA/402	UHV 2	4	DSC	4	3	70	35	30	15	100	
3	MBA/403/HR	Internship Project Report & Viva-Voce	6	RP	6	---	100	50	100	50	200	
4	MBA/404/HR	Case Study Preparations and Presentations	4	Case Study	4	---	Internal Assessment				100	
Total			18		18						500	250

MBA 401

Corporate and Social Responsibility

CO#	Course Outcome
1	Understanding of corporate governance principles and their importance for business sustainability
2	Analyze and interpret various theoretical perspectives on corporate governance to inform strategic decision-making.
3	Apply practical governance mechanisms and best practices to enhance transparency, accountability, and risk management.
4	Integrate CSR principles into corporate governance frameworks to promote ethical conduct, stakeholder engagement, and social responsibility.

Unit 1: Introduction to Corporate Governance

Definition of Corporate Governance, Historical Evolution, Principles of Corporate Governance, Theoretical Frameworks, Corporate Governance Structures, Global Perspectives.

Unit 2: Theoretical Perspectives on Corporate Governance

Agency Theory, Stakeholder Theory, Shareholder vs. Stakeholder Approaches, Ethical Considerations, Governance Models, Governance Failures

Unit 3: Corporate Governance Mechanisms

Board of Directors, Executive Compensation, Auditing and Financial Reporting, Risk Management, Shareholder Activism, Governance Codes and Guidelines

Unit 4: Corporate Social Responsibility (CSR) and Integration with Corporate Governance

Concept of CSR, Business Ethics, CSR Strategies, CSR Reporting and Transparency, Integration with Governance, Future Trends.

Reference Books:

1. Agarwal, R. N., Agrawal, N. M. (Indian Author). (Year). Corporate Governance: Principles, Policies, and Practices.
2. Das, Bhagwan. (Indian Author). (Year). Corporate Governance and Accountability: Text and Cases.
3. Basu, Sudipta. (Indian Author). (Year). Corporate Governance: Theory and Practice. Publisher.
4. Gupta, C. B. (Indian Author). (Year). Corporate Governance: Concepts and Cases. Publisher.

MBA/402

UNIVERSAL HUMAN VALUES-II

CO#	Course Outcome
1	Understand and nurture emotional bonds, trust, and respect for harmonious human interactions.
2	Evaluate systems for societal well-being, addressing misunderstandings and fostering mutual enrichment.
3	Recognize interconnectedness in nature and society, promoting a holistic view of harmony.
4	Establish ethical foundations and competence, transitioning to value-based living and work in a universal order.

UNIT -1 Harmony in the Family:

Feelings, Justice in Human-to-Human Relationship, Vision for the Universal Human Order, Exploring the Feeling of Trust, Exploring the Feeling of Respect

UNIT-2 Harmony in the Society: Human Goal

Exploring Systems to fulfil Human Goal and Gross Misunderstanding/ Self Reflection

Human Order, Systems / Dimensions -

1. Education – Sanskar
2. Health – Self-regulation
3. Production – Work
4. Justice – Preservation
5. Exchange – Storage

Mutually Enriching, Cyclic Process

UNIT-3 Harmony in the Nature / Existence:

Understanding Harmony in the Nature, Interconnectedness, self-regulation and Mutual Fulfilment among the Four Orders of Nature, Realizing Existence as Co-existence at All Levels, The Holistic Perception of Harmony in Existence

UNIT- 4 Implications of the Holistic Understanding – a Look at Professional Ethics:

Natural Acceptance of Human Values, Definitiveness of (Ethical) Human Conduct, A Basis for Humanistic Education, Humanistic Constitution and Universal Human Order, Competence in Professional Ethics, Holistic Technologies, Production Systems and Management Models-Typical Case Studies, Strategies for Transition towards Value-based Life and Profession, among the Four Orders of Nature, Realizing Existence as Co-existence at All Levels, The Holistic Perception of Harmony in Existence

Suggested Readings:

1. Jeevan Vidya: Ek Parichaya, A Nagaraj, Jeevan Vidya Prakashan, Amarkantak, 1999.
2. Human Values, A.N. Tripathi, New Age Intl. Publishers, New Delhi, 2004.
3. The Story of Stuff (Book).
4. The Story of My Experiments with Truth - by Mohandas Karamchand Gandhi
5. Small is Beautiful - E. F Schumacher.

Master of Business Administration

SEMESTER IV

Course Name: - MBA in Human Resource Management

MBA/403/HR

Internship Project Report & Viva-Voce

a. Dissertation / Research Project (SIP/OJT/FP) for MBA Students

i. Overview

1. To graduate with a degree in Management, fourth-semester students undertake a research project focusing on their chosen specialization. This project aims to deepen their understanding of key concepts, explore emerging market trends, gain practical experience, and develop solutions to real-world business problems. Students submit their project reports for evaluation by internal and external examiners for receiving their final grade. The assessment is determined through an external viva-voce examination held after the completion of their project.

ii. Credits and Duration

1. The RP is worth six credits, and each credit is equivalent to 15 - 30 hour of effective work. This means that students are expected to work on their RP for a total of 60-90 days over the twelve-week period.

iii. Approval Process

1. Before commencing the SIP, students must seek advance written approval from their faculty guide and the Head of the Department.

iv. Evaluation

1. The RP is evaluated in following ways:
 - a. **Internal / External viva-voce:** After the completion of RP, students will participate in an external viva-voce examination for their RP. The viva-voce will be conducted by a panel of external examiners and internal examiner and will be worth 200 marks combined. (100 marks for external and 100 marks for internal examiners)

v. SIP Report must contain

- Institute's Certificate
- Certificate by the Company
- Formal feedback from the company guide
- Executive Summary
- Organization profile
- Outline of the problem/task undertaken
- Research methodology & data analysis (in case of research projects only)
- Relevant activity charts, tables, graphs, diagrams, AV material, etc.
- Learning of the student through the project
- Contribution to the host organization
- References in appropriate referencing styles. (APA, MLA, Harvard, Chicago Style etc.)

MBA/404/HR

Case Study Preparation and Presentation

a. Case Study Preparation and Presentation for MBA Students

i. Overview

1. Each student or a group of students will require to present their findings in the form of a case study.

ii. Credits and Duration

1. The Case study is worth six credits, and each credit is equivalent to 6 hours of effective work. This means that students are expected to work on inside the classroom for a total of 48 hours over the eight-week period.

iii. Approval Process

1. Before commencing the case study, students must seek advance written approval from their faculty guide and the Head of the Department. Students must also identify the topics for case study based on their either research project or Internship project.

iv. Evaluation

1. The Case study is evaluated in following ways:
 - a. **Internal evaluation:** The Project guide along with subject expert will evaluate the student's work based on the nature and quantum of work undertaken, the effectiveness of the work, and the overall professionalism of the student. The viva-voce will be conducted by a panel of internal examiners and will be worth 100 marks.