



GALGOTIAS UNIVERSITY
SCHOOL OF FINANCE AND COMMERCE
DEPARTMENT OF FINANCE AND COMMERCE

University Vision

"To be known globally for value-based education, research, creativity and innovation."

University Mission

- Establish state-of-the-art facilities for world class education and research.
- Collaborate with industry and society to align the curriculum,
- Involve in societal outreach programs to identify concerns and provide sustainable ethical solutions.
- Encourage life-long learning and team-based problem solving through an enabling environment.

School Vision

"To be one amongst the well-known Finance and Commerce institutions globally that imparts value-based, rigorous and inter-disciplinary education"

School Mission

1. To nurture aspiring professionals in the area of Finance and commerce by providing strong fundamental knowledge of the subject and its linkages with other areas of study
2. To enable learners to understand the dynamic and ever-changing socio-economic and technological Environment and to comprehend its impact on Business through innovative pedagogical approaches such as case studies and simulations etc.
3. To foster a culture of learning, innovation, collaboration and research through individual and team-based exercises such as book reviews, group discussion and role plays etc.



Programme Name: Master of Business Administration (Financial Management) Program

Program Outcomes (PO's)

PO 1: Apply conceptual financial knowledge to solve practical decision-making problems, both individually and as part of teams using techniques such as case analysis, projects and assignments.

PO 2: Develop a systematic understanding of finance and its impact on people, businesses and the economy.

PO 3: Apply current techniques, skills, and tools necessary for financial practice.

PO 4: Identify and analyze a problem, and use the appropriate financial skills for obtaining its solution.

PO 5: Demonstrate a critical awareness of market influences, increasing regulation, power of technology and social responsibility on function of finance.

PO 6: Demonstrate a critical awareness of current issues (e.g., diversity, sustainability, innovation, knowledge management, etc.) in finance

PO 7: Apply knowledge of information technology effectively by scanning, organizing, synthesizing and analyzing financial data in order to abstract meaning from information

PO 8: Function effectively on multi-disciplinary teams (Team work).

PO 9: Communicate effectively, both in writing and orally (Speaking / Writing skills).

PO 10: Recognize and address financial ethical issues and values and apply them in organizational settings. (Professional integrity)

Program Educational Objectives (PEOs)

PEO 1: The Graduates will establish themselves as effective finance professionals by solving real problems through use of knowledge and techniques in the critical areas of finance.

PEO 2: The Graduates will exhibit the necessary skills for immediate employment as well as for life-long learning and research in advanced areas of finance and business.

PEO 3: The Graduates will demonstrate ethical financial governance practices for the sustainability of business enterprise, and ascertain the impact of these decisions on all stakeholders.

Program Specific Outcomes (PSOs)

On completion of the MBA- FM program the students will be able to

PSO 1: Identify, formulate, and analyze commercial and financial issues reaching validated conclusions based on globally available data and through specialized financial software

PSO 2: Comprehend the need, significance and methodology of Financial decision making aimed at an ultimate objective of Shareholder wealth maximization



Sample Course Outcomes

MBAF5001: MANAGEMENT PROCESS & ORGANISATIONAL BEHAVIOUR

Course Description: This course is aimed at inculcating managerial skills in the students and enabling them to understand the importance and role of managers in the growth of organization. The increasingly competitive and demanding business environment has created new challenges for organizations wherein understanding and managing people's behaviour has been one of the most crucial factors. This course is designed to help the students to gain insight about the individual's personality, attitude, motivation, group dynamics and organizational culture to become effective management professionals.

Course Outcomes:

On completion of this course, the students will be able to:

1. Examine central theories and concepts in organizational behaviour which provide students with in-depth understanding of human behaviour issues in organizations.
2. Apply the knowledge of dynamics of human behaviour and different personality and perceptual attributes in an organizational context as well as in real life situations.
3. Identify the various leadership styles and the role of leaders in a decision-making process and discuss the impact of motivation in the workplace.
4. Describe the relationship between general group and team management with various structures and techniques.
5. Explain organizational culture, power and politics and describe their dimensions in an organization in managing individual behaviour.

Course Contents:

Units	Number of Lectures
Unit I: Fundamentals of Management & Organizational Behaviour Concept and Scope of Management, Functions of Management, Progress in Management area, Process of Planning, Delegation, Decentralization & Staffing, Nature & Scope of Organizational Behaviour, Predecessors of OB, Subsequent phases of Hawthorn Studies, Emerging Challenges in OB.	8
Unit II: Understanding and Managing Individual Behaviour Individual differences and Personality, Determinants of Personality, Big Five model of Personality Meaning and Process of Perception, Perceptual errors like halo effect, stereotypes etc. Meaning and formation of Attitudes, Workplace Attitudes – Job Satisfaction, Organizational Commitment etc.	8
Unit III: Group Dynamics and Organizational Conflict Informal and Formal Groups, Groups vs. Teams, Stages of group formation, Benefits of groups and teams Meaning and Sources of conflicts, types of conflict, conflict management styles and strategies.	6
Unit IV: Motivation and Leadership Meaning and Process of Motivation, Theories of Motivation – Theory X and Theory Y, Maslow's Need Hierarchy, Herzberg's Two Factor theory, ERG theory, The nature of leadership; Trait & Behavioural approaches of leadership, Blake & Mouton's Managerial grid, Leadership styles and implications.	9
Unit V: Organizational Culture, Power and Stress Management	9



The basic nature of organizational culture, Forms of organizational culture, Organizational behaviour across cultures – Conditions affecting multinational operations Bases and types of Power, Power tactics Sources and types of stress, individual and organizational factors causing stress, consequences of stress on individual and organization, stress management strategies.	
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Text Books:

1. T.N Chhabra, Management Process and Organisational Behaviour, Sun India Publications.

Reference Books and Supplementary Resources:

1. Robbins; S.P., Coulter, M.K. &Vohra, N. Organizational Behaviour, Pearson Education.
2. Luthans Fred, Organizational Behaviour, McGraw Hill International, New York,.
3. Robins S.P., Organizational Theory: Structure Design and Application, Prentice Hall of India Pvt. Ltd.
4. McShane & Glinow, Organizational Behaviour, McGraw Hill Publication.

