

Course Outcomes: On successful completion of the course the learner will be able to

Semester IV		402 – Indian Ethos & Business Ethics
3 Credits	LTP: 2:1:1	Compulsory Generic Core Course

Course Outcomes: On successful completion of the course the learner will be able to

CO#	COGNITIVE ABILITIES	COURSE OUTCOMES
CO402.1	REMEMBERING	Recall and spell the human universal values of Indian Ethos and its applications in Business ethics
CO402.2	UNDERSTANDING	Recognize and Demonstrate the relevance of Indian Ethos by taking the rationale and ethical business decision derived from Indian Heritage Scriptures.
CO402.3	APPLYING	Apply the concepts of Indian Ethos, Values, and Ethics with moral reasoning to develop sustainable solutions to solve complex business issues..
CO402.4	ANALYSING	Analyze and make inferences to contemporary business practices in relation to Indian Ethos & Business Ethics
CO402.5	EVALUATING	Appraising the importance of business decisions on the basis of ethics and thus create a value driven management.
CO402.6	CREATING	ELABORATE Ethical dilemmas in different business areas of marketing, HRM and Finance and ADAPT dilemma resolution interventions by referring to Ethical decision making.

1. **Indian Ethos and Values : Its relevance at Workplace: Indian Ethos-** Meaning, Features, Need, Evolution, Relevance, Universal Human values for continuity of happiness and prosperity, Development of Human Consciousness Principles Practiced by Indian Companies, Requisites, Elements, Role of Indian Ethos in Managerial Practices, Triguna Theory-OSHA Model. Work Ethos meaning, dimensions of Work Ethos. **Values** - Concepts, Values in business, Value system in work culture, and Values of Indian Managers, Relevance of Value Based Management in Global Change; Impact of values on Stakeholders; Trans-Cultural Human Values, need of ethos in business organisations with reference to Indian firms, Ethics v/s Ethos, Eastern Management v/s Western Management. (8+2)

2. **Indian Model of Management:** Concept of Indian Model of Management in the Indian socio-political environment, Laws of Karma and its relevance in business settings, Indian Heritage in Business-Management. Production and Consumption: Management lessons from Indian heritage scriptures (like Mahabharata & Ramayana), Leadership Pointers from Kautilya's Arthashastra, VEDA Model of Leadership, Corporate Rishi Model, Theory K, WE theory (West-East Theory) (11+2)

3. **Business Ethics as Applied ethics:** Meaning, Characteristics of Business Ethics, Importance of Business Ethics (Long Term growth, Cost reduction, Risk mitigation, Limited resources, etc.), The Ethics of the Business, Types of Business Ethics (Transactional Ethics, Participatory Ethics, Recognition Ethics), Factors influencing business ethics, Svensson and Wood, A Model of Business Ethics. Categories of Ethics and Responsibilities (Personal, Professional, Managerial) Business Code of Conduct), Approaches to Business Ethics: Consequentialist & Non-Consequentialist The Ethical Audit, Theories of Ethics - Deontological Theory & Teleological Theory, Kohlberg's Six stage moral development, Chris Moon's Ethical fitness: a Four-Step Workout (Moral Awareness, Values Definition, Ethical Analysis, Dilemma Resolution). (11+2)

4. **Ethical decision making in business matrix:** Framework of Ethical decision making, Ethical dilemmas in different functional areas of Business (Finance, Marketing HRM and International Business), Difficulties for practice ethics in organization, Intellectual Property Rights and Business Ethics, Ethical challenges for Managers, Ethical Decision Making process, it's Model -STEP Model, PLUS Filter Model. (8+2)

5. **Applications of Ethical Principles to Contemporary, Moral and Ethical problems / issues related to Business:** Contemporary cases on Corporate Strategy, Moral Reasoning, personal responsibility and UN-17 SDG: Climate Change, Corporate Strategy and Natural resource depletion, Corporate Social Responsibility, transparency and accountability, Social Media and E-Platforms. Current ethical issues like Bank scams, Airlines etc. (7+2)

Suggested Text Books:

1. Business Ethics (Concept, Application, Framework and Cultural Impact) k. Aswathappa, J. Ushar Rani, Sunanda Gundavajhala, Himalaya Publishing House
2. Ethics in Management and Indian Ethos, Biswanath Ghosh , Vikas Publishing House
3. Indian Ethos of Management, Tushar Agarawal and Nidhi Chandorkar, Himalaya Publication House.
4. Indian Ethos and Values for Managers, Khandelwal , Himalaya Publishing House

Suggested Reference Books:

Course Outcomes: On successful completion of the course the learner will be able to

1. Indian Ethos & Values In Management, Nandagopal R, Ajith Sankar, Tata McGraw Hill Publishing Co. Ltd.
2. New Mantras in Corporate corridors From Ancient Routes to Global Roots, Subhas Sharma, New Age International Publishers

Business Ethics: Concepts and Cases, Velasquez, Pearson Education India.

Semester II		211 – Business, Government & Society
2 Credits	LTP: 2:0:0	Generic Elective – University Level

Course Outcomes: On successful completion of the course the learner will be able to

CO#	COGNITIVE ABILITIES	COURSE OUTCOME
CO211.1	REMEMBERING	DESCRIBE the economic roles of government in the Indian context.
CO211.2	UNDERSTANDING	EXPLAIN the macroeconomic crises around the world.
CO211.3	APPLYING	ILLUSTRATE the interlinkages between economic growth , poverty and inequality.
CO211.4	ANALYSING	EXAMINE the rationale, success and failures of Public Private Partnerships in the Indian context.
CO211.5	EVALUATING	ASSESS the forces for and against Globalization and the socio-economic impact of Globalization.
CO211.6	CREATING	DISCUSS the interplay between technology, business and society.

1. Roles of Business, Government, and Society: Interdependence and Conflict, Regulation of Business, Functions of State; Economic roles of government; Government and legal environment; Economic roles of Government in India; Indian experience with overall and sectoral growth, Inter-sectoral linkages and role of foreign direct investment, The Constitutional environment , Macroeconomic crises since 1990s- Indian and global experiences.

2. Poverty, Inequality and Economic Growth: Industrial Development, Rural-Urban Dynamics, Population and Development, Finance for Development, Trade and Development, State and the Market, Privatization and Regulation, Institutions and Growth.

3. Public Private Partnerships: The Rationale for Public Private Partnerships, Different Kinds of Public Private Partnerships with a special emphasis on the Build Operate and Transfer Model (BOT), Issues in Regulation that come about with privatization, Pricing mechanisms available to a regulator to ensure universal access and efficiency, Discussion of the privatization experience in different sectors, water, electricity, telecommunication, and railways with a special emphasis on India.

4. Multinational Corporations: Perspectives on Globalization, Globalization: The MNC and TNC Organizations, Globalization of Brands, Globalization of the Indian Business and Firms, Coping with Global Competition, Conflict with Nation States. Domestic and Global forces - for and against Globalization, Brexit and latest developments.

5. Business in a Global Environment: Business as Blending of People Technology and Ethical Behaviour, Achieving Business Success through Social Responsibilities, Changing Workplace - Influence of demography, influence of technology, gender issues, social justice and affirmative action, Industrial Relations.

Suggested Text Books:

1. Business, Government and Society: A Managerial Perspective by John Steiner, George Steiner, Tata McGraw Hill
2. Business, Government, and Society by Douglas E. Greer, Prentice Hall
3. Business and Its Environment by David P., International Edition

Semester II		207 – Contemporary Frameworks in Management
2 Credits	LTP: 2:0:0	Generic Elective – University Level

Course Outcomes: On successful completion of the course the learner will be able to

CO#	COGNITIVE ABILITIES	COURSE OUTCOMES
CO207.1	REMEMBERING	Understanding various traits, theories, models of emotional intelligence and its implications to address key questions within the organizations.
CO207.2	UNDERSTANDING	Describe how companies can become good to great through their leaders and right positioning of people and explain why and how most companies fail to make the transition
CO207.3	APPLYING	Explain the importance of team dynamics & a systems perspective for the leadership role and challenges of managing people in organizations.
CO207.4	ANALYSING	Scrutinize the role of individual, groups, managers and leaders in influencing how people behave and in influencing organizational culture at large.
CO207.5	EVALUATING	Application of different ideas and information effectively to rebuild individual, team, managerial and leadership behavior in order to achieve organizational excellence in a positive and collaborative manner to achieve common culture.
Co207.6	CREATING	Design Individual Assessment with the help of EQ, Habits and Team's susceptibility to five dysfunction.

1. **Emotional Intelligence** : What is Emotional Intelligence, Benefits of EI, Understand the difference between Trait EI and Ability EI, 5 Dimensions of Trait EI Model - Self Awareness (SA), Managing Emotions (ME), Motivation (M), Empathy (E), Social Skills (SS) - Self awareness (SA) - Self Awareness, Seeing the other side, Giving in without giving up, Life Positions – you and only you can choose your mindset, Managing Emotions (ME) - Self-Regulation, Managing Emotions, The 'EQ brain' and how it works, The science of emotions, Understanding Emotions, Find your self-control, Using Coping Thoughts, Using Relaxation Techniques, Self-Motivation (M) – Optimism, Pessimism, The balance between optimism and pessimism, The power of re-framing, Empathy (E) – Empathy, Barriers to empathy, Developing your empathy, Social Skills (SS) - Social skills, Making an impact, Creating a powerful first impression, Assessing a situation, Being zealous without being offensive, Traits of a person with high social skills. Determine your EQ
2. **The 7 habits of highly effective people**: Paradigms and principles, Inside-out, The seven habits - an overview - Private victory Habit 1. Be proactive: principles of personal vision, Habit 2. Begin with the end in mind: principles of personal leadership, Habit 3. Put first things first: principles of personal management, Public victory. Paradigms of interdependence. Habit 4. Think win/win: principles of interpersonal leadership, Habit 5: Seek first to understand, then to be understood: principles of empathetic communication, Habit 6. Synergize: principles of creative cooperation, Renewal. Habit 7. Sharpen the sword: principles of balanced self-renewal
3. **Five dysfunctions of a team**: Absence of trust—unwilling to be vulnerable within the group, Fear of conflict—seeking artificial harmony over constructive passionate debate, Lack of commitment—feigning buy-in for group decisions creates ambiguity throughout the organization, Avoidance of accountability—ducking the responsibility to call peers on counterproductive behavior which sets low standards, Inattention to results—focusing on personal success, status and ego before team success
4. **The 21 irrefutable laws of leadership**: The law of the lid, The law of influence, The law of process, The law of navigation, The law of addition, The law of solid ground, The law of respect, The law of intuition, The law of magnetism, The law of connection, The law of the inner circle, The law of empowerment, The law of the picture, The law of buy-in, The law of victory, The law of the big mo, The law of priorities, The law of sacrifice, The law of timing, The law of explosive growth, The law of legacy.
5. **Good to Great**: Level 5 Leadership - Leaders who are humble, but driven to do what's best for the company, First Who, Then What: Get the right people on the bus, then figure out where to go. Find the right people and try them out in different seats on the bus (different positions in the company), Confront the Brutal Facts: The Stockdale paradox, Hedgehog Concept: Three overlapping circles: What lights your fire ("passion")? What could you be best in the world at ("best at")? What makes you money ("driving resource")? Culture of Discipline: Rinsing the cottage cheese, Technology Accelerators: Using technology to accelerate growth, within the three circles of the hedgehog concept, The Flywheel: The additive effect of many small initiatives.

Suggested Reference Books:

1. Emotional Intelligence, Daniel Goleman
2. The 7 Habits of Highly Effective People: Powerful Lessons in Personal Change, Stephen R. Covey
3. The Five Dysfunctions of a Team: A Leadership Fable , Patrick M. Lencioni

4. The 21 Irrefutable Law of Leadership-John C. Maxwell

5. Good to Great, Jim Collins

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Introduction to Cyber Security / Information Security

Syllabus for 'Introduction to Cyber Security / Information Security' program* for students of University of Pune is given below.

The program will be of 4 credits and it will be delivered in 60 clock hours**.

*: Course material for this program will be developed by CINS

** : These clock hours also includes practical sessions and demonstrations wherever required.

SR. NO.	TOPIC	HOURS	MARKS
1	Module 1: Pre-requisites in Information and Network Security	14	25
	Chapter 1: Overview of Networking Concepts	3	
	Chapter 2: Information Security Concepts	3	
	Chapter 3: Security Threats and Vulnerabilities	5	
	Chapter 4: Cryptography / Encryption	3	
2	Module 2: Security Management	13	25
	Chapter 1: Security Management Practices	7	
	Chapter 2: Security Laws and Standards	6	
3	Module 3: Information and Network Security	13	25
	Chapter 1: Access Control and Intrusion Detection	3	
	Chapter 2: Server Management and Firewalls	4	
	Chapter 3: Security for VPN and Next Generation Technologies	6	
4	Module 4: System and Application Security	20	25
	Chapter 1: Security Architectures and Models	5	
	Chapter 2: System Security	5	
	Chapter 3: OS Security	5	
	Chapter 4: Wireless Network and Security	5	

Detail Syllabus for Credit Course for University of Pune

Module 1: Pre-requisites in Information and Network Security

Chapter 1: Overview of Networking Concepts

1. Basics of Communication Systems
2. Transmission Media
3. Topology and Types of Networks
4. TCP/IP Protocol Stacks
5. Wireless Networks
6. The Internet

Chapter 2: Information Security Concepts

1. Information Security Overview: Background and Current Scenario
2. Types of Attacks
3. Goals for Security
4. E-commerce Security
5. Computer Forensics
6. Steganography

Chapter 3: Security Threats and Vulnerabilities

1. Overview of Security threats
2. Weak / Strong Passwords and Password Cracking
3. Insecure Network connections
4. Malicious Code
5. Programming Bugs

6. Cyber crime and Cyber terrorism
7. Information Warfare and Surveillance

Chapter 4: Cryptography / Encryption

1. Introduction to Cryptography / Encryption
2. Digital Signatures
3. Public Key infrastructure
4. Applications of Cryptography
5. Tools and techniques of Cryptography

Module 2: Security Management

Chapter I: Security Management Practices

1. Overview of Security Management
2. Information Classification Process
3. Security Policy
4. Risk Management
5. Security Procedures and Guidelines
6. Business Continuity and Disaster Recovery
7. Ethics and Best Practices

Chapter 2: Security Laws and Standards

1. Security Assurance
2. Security Laws
3. IPR

4. International Standards
5. Security Audit
6. SSE-CMM / COBIT etc

Module 3: Information and Network Security

Chapter 1: Access Control and Intrusion Detection

1. Overview of Identification and Authorization
2. Overview of IDS
3. Intrusion Detection Systems and Intrusion Prevention Systems

Chapter 2: Server Management and Firewalls

1. User Management
2. Overview of Firewalls
3. Types of Firewalls
4. DMZ and firewall features

Chapter 3: Security for VPN and Next Generation Technologies

1. VPN Security
2. Security in Multimedia Networks
3. Various Computing Platforms: HPC, Cluster and Computing Grids
4. Virtualization and Cloud Technology and Security

Module 4: System and Application Security

Chapter 1: Security Architectures and Models

1. Designing Secure Operating Systems
2. Controls to enforce security services
3. Information Security Models

Chapter 2: System Security

1. Desktop Security
2. email security: PGP and SMIME
3. Web Security: web authentication, SSL and SET
4. Database Security

Chapter 3: OS Security

1. OS Security Vulnerabilities, updates and patches
2. OS integrity checks
3. Anti-virus software
4. Configuring the OS for security
5. OS Security Vulnerabilities, updates and patches

Chapter 4: Wireless Networks and Security

1. Components of wireless networks
2. Security issues in wireless

The syllabus

Course I

Introduction to Human Rights and Duties

Credit: 1

I) Basic Concept

- a) Human Values- Dignity , Liberty, Equality , Justice, Unity in Diversity, Ethics and Morals
- b) Meaning and significance of Human Rights Education

II) Perspectives of Rights and Duties

- a) Rights: Inherent-Inalienable-Universal- Individual and Groups
- b) Nature and concept of Duties
- c) Interrelationship of Rights and Duties

III) Introduction to Terminology of Various Legal Instruments

- a) Meaning of Legal Instrument- Binding Nature
- b) Types of Instruments: Covenant-Charter-Declaration-Treaty-Convention-Protocol- Executive Orders and Statutes

IV) United Nations And Human Rights

- a) Brief History of Human Rights- International and National Perspectives
- b) Provision of the charters of United Nations
- c) Universal Declaration of Human Rights- Significance-Preamble
- d) Civil and Political Rights-(Art. 1-21)
- e) Economic, Social and Cultural Rights-(Art.22-28)
- f) Duties and Limitations-(Art. 29)
- g) Final Provision (Art. 30)

Course II

Human rights of vulnerable and disadvantaged groups

Credit: 1

I) General Introduction

- a) Meaning and Concept of Vulnerable and Disadvantaged
- b) Groups, Customary, Socio-Economic and Cultural Problems of
- c) Vulnerable and Disadvantaged Groups

II) Social status of women and children in International and national perspective

- a) Human Rights and Women's Rights –International and National Standards
- b) Human Rights of Children-International and National Standards

III) Status of Social and Economically Disadvantaged people

- a) Status of Indigenous People and the Role of the UN
- b) Status of SC/ST and Other Indigenous People in the Indian Scenario
- c) Human Rights of Aged and Disabled
- d) The Minorities and Human Rights

IV) Human rights of vulnerable groups

- a) Stateless Persons
- b) Sex Workers
- c) Migrant Workers
- d) HIV/AIDS Victims

Course III

Human Rights and Duties in India: Law, Policy, Society and Enforcement

Mechanism

Credit: 1

I. Human Rights in Indian Context

- a) Indian Bill of Rights And Sarvodaya
- b) Preamble- Fundamental Rights- Directive Principles-Fundamental Duties

II. Human Rights- Enforcement Mechanism

- a) Human Rights Act, 1993
- b) Judicial Organs- Supreme Court (Art 32) And High Courts(Art 226)
- c) Human Rights Commission- National and State of Maharashtra
- d) Commission of Women, children , Minority, SC/ST
- e) Survey of International Mechanism

III. Human Rights Violations and Indian Polity

- a) Inequalities in society-population-illiteracy-poverty-caste-inaccessibility of legal redress
- b) Abuse of Executive Power-Corruption-Nepotism and favoritism
- c) Human Rights and Good Governance
- d)

IV. Role of Advocacy Groups

- a) Professional Bodies: Press, Media, Role of Lawyers-Legal Aid
- b) Educational Institutions
- c) Role of Corporate Sector
- d) NGO's

Roll No.	Name of Student	Sign (Session I)	Session II
1	AVHAD PRIYANKA SURYAKANT	<u>Avhad</u>	<u>Avhad</u>
2	BEGADE SHRAVANI SHIRISH	<u>Begade</u>	<u>Begade</u>
3	BERAD KIRTI DNYANESHWAR	<u>Kirti</u>	<u>Kirti</u>
4	BHUJBAL SHRIRAM SAMPAT	<u>Bhujbal</u>	<u>Bhujbal</u>
5	BHUSAL SHRUTI DATTATRAYA	<u>Shrusal</u>	<u>Shrusal</u>
6	BHUSARI TEJAS SANJAY	<u>Tejas</u>	<u>Tejas</u>
7	BOGAWAT PRACHI NITIN	<u>P.N. Bogawat</u>	<u>P.N. Bogawat</u>
8	BOTRE AKSHAY KRUSHNAKANT	<u>Botre</u>	<u>Botre</u>
9	CHAHER PRAMOD DASHARATH	<u>Chaher</u>	<u>Chaher</u>
10	DAGWALE AKANKSHA SATISH	<u>Dagwale</u>	<u>Dagwale</u>
11	DAHANE RAHUL SUNIL	<u>Dahane</u>	<u>Dahane</u>
12	DARKUNDE SIDDHANT RAJU	<u>Darkunde</u>	<u>Darkunde</u>
13	DHAKNE VAIBHAV BHAURAO	<u>Dhakne</u>	<u>Dhakne</u>
14	DHAMAL SAYALI KRISHNA	<u>Dhamal</u>	<u>Dhamal</u>
15	GADAKH UDAYAN SHANKARRAO		
16	GAIKWAD MANISHA GANESH	<u>Gaikwad</u>	<u>Gaikwad</u>
17	GANDHI ANAND RASIK	<u>Anand</u>	<u>Anand</u>
18	GANDHI KOMAL JAWAHARLAL		
19	GANDHI MOHAK MANOJ		
20	GAWALI MOHINI SUBHASH	<u>Gawali</u>	<u>Gawali</u>
21	GHODESWAR RANJIT MAHADEO	<u>Ghodeswar</u>	<u>Ghodeswar</u>
22	GOPLANI SUPRIYA KANHAIYALAL	<u>Goplani</u>	<u>Goplani</u>
23	GUJRATI PIYUSH SACHIN	<u>Gujrati</u>	<u>Gujrati</u>
24	INAMKE GIRISH VILAS	<u>Inamke</u>	<u>Inamke</u>
25	JADHAV AKSHAY RAMAKANT	<u>Jadhav</u>	<u>Jadhav</u>
26	JADHAV ROHAN EKNATH	<u>Jadhav</u>	<u>Jadhav</u>
27	JAYBHAY VIJAY JANARDHAN	<u>Jaybhay</u>	<u>Jaybhay</u>
28	KALE BHAKTI SHARAD	<u>Kale</u>	<u>Kale</u>
29	KAMBLE KALASHREE PRAMOD	<u>Kamble</u>	<u>Kamble</u>
30	KAMBLE SURAJ SUDAM	<u>S.S. Kamble</u>	<u>S.S. Kamble</u>
31	KAMBLE VARSHA SANJAY	<u>Kamble</u>	<u>Kamble</u>
32	KHARDE RUSHIKESH MADHUKAR	<u>Kharde</u>	<u>Kharde</u>
33	KHATAKE MADHUREE NILKANTH	<u>Khatake</u>	<u>Khatake</u>
34	KOLEKAR BHAUSAHEB RAJARAM	<u>Kolekar</u>	<u>Kolekar</u>
35	KULKARNI DIPTI RAVINDRA	<u>Kulkarni</u>	<u>Kulkarni</u>
36	KULKARNI RADHIKA MAHENDRA	<u>R.M. Kulkarni</u>	<u>R.M. Kulkarni</u>

IMSCD&R, Ahmednagar


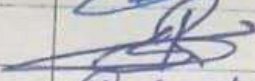




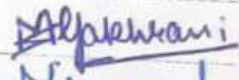
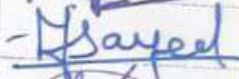
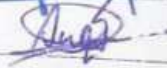
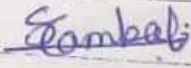
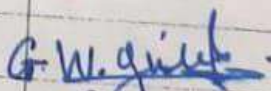
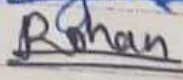
Human Rights - I

Morning Session: 10am to 01 pm

Div: Alpha

Day/Date: Friday, 28/09/2018

Roll No.	Name of Student	Sign Session I	Session II
37	MATE POOJA GOVARDHAN	<u>Pmate</u>	<u>Pmate</u>
38	MEHERE BHARTI DNYANESHWAR	<u>B.D.Meher</u>	<u>B.D.Meher</u>
39	MUTHA NIKHIL NITIN	<u>Nikhil</u>	<u>Nikhil</u>
40	MYANA ROHIT SURESH	<u>Rohit</u>	<u>Rohit</u>
41	NALLI REVATHI RAMAIAH	<u>Revathi</u>	<u>Revathi</u>
42	NARALE AJINKYA DATTATRAYA	<u>Ajinkya</u>	<u>Ajinkya</u>
43	NEHE SHUBHAM POPAT	<u>Shubham</u>	<u>Shubham</u>
44	OHOL SUPRIYA RAGHUNATH	<u>Supriya</u>	<u>Supriya</u>
45	PARDESHI AKSHAY SANJAY	<u>Akshay</u>	<u>Akshay</u>
46	PARIK NETAL ANIL	<u>Netal</u>	<u>Netal</u>
47	PATHAK PRACHI RAJKUMAR	<u>Prachi</u>	<u>Prachi</u>
48	PATIL SHRUTI RAJESH	<u>Shruti</u>	<u>Shruti</u>
49	PATWA ANIKET KISHOR		
50	PAWAR PIYUSHA TULSHIRAM	<u>Piyusha</u>	<u>Piyusha</u>
51	PAWAR RUCHA SANJAY	<u>Rucha</u>	<u>Rucha</u>
52	POPTANI AJAY HARESH	<u>Ajay</u>	<u>Ajay</u>
53	PUSDEKAR SWAGAT PANDIT	<u>Swagat</u>	<u>Swagat</u>
54	SALVE PAWAN VASANT	<u>Pawan</u>	<u>Pawan</u>
55	SASE MAHESH LAXMAN	<u>Mahesh</u>	<u>Mahesh</u>
56	SHAIKH JARAR MUZAFFAR	<u>Jarar</u>	<u>Jarar</u>
57	SHAIKH SOPHIA JAMSHED	<u>Sophia</u>	<u>Sophia</u>
58	SHINDE POOJA BHAUSAHEB	<u>Pooja</u>	<u>Pooja</u>
59	UDAVANT KRUSHNA MADHUKAR	<u>Krushna</u>	<u>Krushna</u>
60	YENGUL SHRILAKSHMI SANJAY	<u>Shrilakshmi</u>	<u>Shrilakshmi</u>

Exam Seat No.	Name of the Student	Signature
99	MAKASARE WILLSON AJAY	
100	MARWADE PRASAD KISHOR	
101	MHASKE NIKITA SHIVAJI	Mhaske.
102	MORE SHWETA GANESH	Shweta
103	NARANG TANIYA PREM	
104	PALVE POOJA PRAMOD	
105	PAMNANI NEHA RAJESH	
106	PATOLE AKSHATA SANJEEV	
107	PAWAR ABHISHEK DATTATRAY	
108	PAWAR ANGELA KIRAN	
109	RAHINJ RENUKA GANESH	
110	RATHOD SACHIN PANDURANG	
111	ROKADE SUHAS AMBADAS	
112	SAKHRANI MANSHA GANESH	
113	SAYED MATIN JAVED	
114	SAYYED ANAS ANJUM	
115	SHETIYA YUVRAJ PAVANKUMAR	
116	SHINDE RUSHIKESH SANJAY	
117	SHRIMAL SHREYAS SHRINIWAS	
118	SONTAKKE ARPITA MANIK	
119	TAMBOLI SHRAVANI TUSHAR	
120	TELORE SHIVAM PRAKASH	
121	TIKONE DAKSHATA DILIP	
122	TRIBHUWAN SHUBHAM SUNIL	
123	WAGHMARE KOMAL KISHOR	
124	WAGHULE GIRISH DEEPAK	
125	YANNAM ROHAN AMBADAS	
126	YELIKAR PRERANA RAVINDRA	

**HUMAN RIGHTS - 1 MBA - I (SEMESTER - II)
ATTENDANCE SHEET**

Day/Date:- Monday, 25/07/2022

Exam Seat No.	Name of the Student	Signature
1	ALHAT AJAY BHAUSAHEB	
2	AMOLIK NAMRATA RAVINDRA	<u>Ramolik</u>
3	ASNANI JAYSH RAJESH	<u>Ravi</u>
4	BERAD HARSHAL BALASAHEB	
5	BHINGARDIVE PRAKASH P	
6	BHOSALE KOMAL RAJU	<u>Bhale</u>
7	DAHIFALE MAHESH RAJU	<u>Dahifale</u>
8	DALVI SARTHAK SANJAY	<u>Dalvi</u>
9	DARADE PALLAVI VIJAY	<u>Pallavi</u>
10	DARADE VIRAJ VIJAY	
11	DAWARE RUTUJA DEVENDRA	<u>Daware</u>
12	DESHMUKH RUTUJA ASHOK	<u>Deshmukh</u>
13	DIKONDA VAISHNAVI GANESH	
14	FULSAUNDAR RUSHIKESH S	<u>Fulsaundar</u>
15	GANDHI AKSHATA VILAS	<u>Gandhi</u>
16	GANDHI RACHANA RAJENDRA	
17	GHODKE SAKSHI SANTOSH	<u>S. S. Ghodke</u>
18	GHORPADE OMKAR RAJENDRA	<u>Ghorpade</u>
19	GUND PRATIKSHA SUNIL	<u>Pratiksha</u>
20	GUND VIVEKANAND EKNATH	<u>Gund</u>
21	HATWALANE VARAD NITIN	<u>Varad</u>
22	HEDA JANAK SHRIKANT	
23	JASUD BAPU VYANKAT	
24	JINDAM YASH ASHOK	<u>Jindam</u>
25	JOSHI JUEE DEVIDAS	<u>Joshi</u>
26	KALE RUSHIKESH RAJESH	<u>Kale</u>
27	KASWA SNEHAL NAVIN	<u>Kaswa</u>
28	KATE SATYAM DILIP	<u>Kate</u>
29	KHOSLA MOHIT JAGDISH	
30	KOLTE PRANAY PRAVIN	<u>Pranay</u>

Attendance Sheet

Human Rights - II Session (MBA Sem - II, 2022:24 Batch)

Date: 01/07/2023

Day: Saturday

Venue: Conference Hall

Time: 10.00 am

Speaker:- Dr. Suresh Pathare, Director, CSRD - ISWR

Roll No.	Name of Student	Signature
1	ADHAV SAKSHI RAVINDRA	
2	AGALE ARTI ASHOK	
3	AKOLKAR GANESH SAHEBRAO	
4	ANGRE KARISHMA RANGNATH	
5	BADE RAHUL SITARAM	
6	BAIG PALLAVI SUBHASH	P.S.baig
7	BANDRE NIKHIL RAJENDRA	
8	BARGAJE MRUNAL DEVDATTA	Mrunal
9	BHADARGE KIRAN KHUSHALRAO	
10	BHITE TEJAS RAOSAHEB	
11	BHOSALE AAKANKSHA AVINASH	
12	BIDKAR RIDDHI PARIKSHIT	R.P.Bidkar
13	BOLLI ASHISH SATISH	Ashish
14	CHABUKSWAR TANVI ANIL	
15	CHANDAK DARSHAN SUNIL	Dhandak
16	DAGA SAMBHAV SANJAY	
17	DAKE RUSHIKESH RAJU	
18	DANGAT AKSHATA SANTOSH	Akshata
19	DHANVE ANKUR ASHOK	Ankur
20	DHAVADE ATUL DHULAJI	
21	DHIVAR SARIKA SUBHASH	Dhivars
22	DOIFODE SUNIL HARIBHAU	
23	DUNGARWAL KHUSHI DINESH	Dhushij ..
24	GAIKWAD PRATHAMESH PRAKASH	
25	GAIKWAD RUTUJA PRAVIN	Rutuja
26	GANDHI DIVYA AJIT	Divya
27	GARDE KIRAN BHARAT	Kiran

104	MORE ROHIT PRAKASH	
105	NAGARWALA FAKHRUDDIN ASIF	
106	NAMDE KARN RAVINDRA	<u>R Namde</u>
107	PAGADALA HIMABINDU S	
108	PARDESHI POOJA SANJAY	<u>P. Pardehi</u>
109	PAWAR HARSHADA ASHOK	<u>P. Pawar</u>
110	REDASNI ARIHANT PARAS	<u>P. Redasni</u>
111	SABLE ROHIT PRASHANT	
112	SAGGAM NIKHIL RAJENDRA	
113	SALVE SHWETA RAJU	
114	SHAIKH ASHPAK INNUS	
115	SHRIPAT GAYATRI MANOHAR	<u>G. Shripat</u>
116	SHROTRI SHRINIVAS NITIN	<u>S. Shrotri</u>
117	TADKE SUSHIL ANIL	<u>S. Tadke</u>
118	THAWANI DEEPALI JETHANAND	<u>D. Thawani</u>
119	THORAT DIPTI SURESH	<u>D. Thorat</u>
120	VIDHATE DHANASHREE Y	
121	VIDHATE SANKET SAJNAY	
122	WAIHURWAGH AMAR JANARDHAN	<u>A. Waihurwagh</u>
123	WALZADE ONKAR ARVIND	<u>A. Walzade</u>
124	YENGUL VAISHNAVI AMBADAS	<u>V. Yengul</u>
125	ZAWARE PRASAD AMBADAS	<u>P. Zaware</u>
126	PATHAN AFSHA AYUBKHAN	<u>A. Pathan</u>



Silver Jubilee Year 2014-15

BPHE Society's
IMSCD&R, Ahmednagar

NOTICE

Date: 26/09/2018

This is to inform all MBA - I students that a session has been organized on "**Human Rights: Course - I**" as per following details:-

Day/Date: Friday, 28/09/2018.

Venue: Conference Hall, 1st Floor.

Timing: 10 am to 01 pm

Exam for the same would be conducted immediately after the session, from 01.00 pm to 01.30 pm

→ WORKING STUDENTS TO NOTE
Attendance is Compulsory.

Prof. D. A. Kulkarni
Class Co-ordinator

Dr. Meera Kulkarni
Head - Management Dept.

MBA - Alpha - Puka



BPHE Society's
IMSCD&R, Ahmednagar

NOTICE

Date: 28/06/2023

This is to inform all MBA - I (Sem - II) students that a session has been organized on "**Human Rights: Course - II**" as per following details:-

Day/Date: **Saturday, 01/07/2023**

Venue: **Conference Hall, 1st Floor**

Timing: **10 am to 11 am**

Guest Speaker:

Dr. Suresh Pathare

Director, CSRD - ISWR

Attendance is Compulsory.

Prof. D. A. Kulkarni
Class Co-ordinator

Dr. Pronoti Telore
Head - Management Dept.

Dr. Vikram Barnabas
Deputy Director



Semester IV		408 – Corporate Social Responsibility & Sustainability
2 Credits	LTP: 2:0:0	Generic Elective – University Level

Course Outcomes: On successful completion of the course the learner will be able to

CO#	COGNITIVE ABILITIES	COURSE OUTCOMES
CO408.1	REMEMBERING	Enumerate the different concepts, legislative provisions, environmental aspects, best practices, complexity, scope, reports, social framework etc. related to CSR, business ethics & sustainability development.
CO408.2	UNDERSTANDING	Compare different CSR theories, cases, dimensions of Sustainability and demonstrate a multi stake holder perspective in viewing CSR, Business ethics & Sustainability issues etc.
CO408.3	APPLYING	Apply the different models, theories, approaches, cases etc. for implementation & monitoring of CSR activities & Sustainability and its impact on corporate culture & society at large.
CO408.4	ANALYSING	Analyze the different reports, cases, various legal issues relating to CSR, different sustainability reports and various national and global initiatives related to CSR, Business ethics & Sustainability.
CO408.5	EVALUATING	Evaluate the level of commitment of different organizations to CSR, Business ethics in attaining Sustainability development & show its competitive advantages.
CO408.6	CREATING	Create & Implement a CSR policy in attaining Sustainability development and its impact on various stakeholders.

1. **Corporate Social Responsibility:** Fundamental Concepts, Nature and Significance of CSR. Principles of CSR: Accountability-Transparency-Sustainability. Concept of Charity, Corporate Philanthropy, Difference between Charity and Philanthropy, CSR as a key to business success. CSR as a Marketing and Branding tool for the businesses, Strategic advantage of CSR, Corporate Citizenship, and Sustainable Business. Other main aspects: CSR and Corporate Governance, Environmental Aspects of CSR. Evolution and Implementation of CSR in India. Best Global Practices of CSR, OECD principles and CSR. **CSR Projects:** Conducting CSR activity by involving students at Institute level. (5 + 1)

2. **CSR Legislations in India:** Section 135 of Companies Act 2013. Scope of CSR, Activities under schedule VII, Leadership and CSR. Identifying the key Stakeholders of CSR, CSR & Triple Bottom Line- 3 aspects (Economic, Social, and Environmental). Role of Public sector, Non Profit Organizations and Local self-Governments in implementation of CSR projects. Contemporary issues and hurdles in CSR. Current Trends and Opportunities in CSR, including a Strategic Business tool for sustainable Development. CSR and Business Ethics, Effect of Globalization on CSR, CSR Funds- Criteria & Policies with legal framework. **Case studies:** Major CSR Initiatives. **Project Work:** Interview of CSR head of any Organization. (5+1)

3. **Introduction to Sustainability & Sustainable Development:** Definition & Concept of Sustainability & Sustainable development, need, importance, education, Philosophical development, Gandhian Thought on Sustainable Development, Sustainable Development and social framework, equitable distribution, difference between sustainable development and green development, criticism, 17-Point charter under United Nations agenda for Global Peace and Sustainable Development – 2030. Sustainability report. **Stakeholder Impact:** Stakeholders and the power they wield, Reducing socio- environmental costs and risks: managing the downside, driving revenues and creating intangible value: managing the upside. **Case Study** – Bhutan Case for Inclusive Growth on Environment protection and Reducing carbon footprints, IKEA Company & Sustainability (5+1)

4. **Dimensions of Sustainable Development: (a) Environmental:** Natural Resources & Resource Depletion, Management of human energy consumption, Solid waste generation & waste management, Global Greenhouse

emission, Air & Water Pollution and Climate Change, Ozone Hole NASA report. Understanding ecological "footprint": Eco-tracking, carbon marketing, carbon credits, economics of sustainability, Designing for the environment and 'greening' the supply chain, regulation. **(b) Economic:** Achieving economic growth with minimal Environmental degradation, Nature as an economic externality, economic opportunity, introduction & implementation of inclusive growth models for rural development, Sustainable livelihoods for tribal communities. **(c) Social:** Peace, Security, Social equity & justice, Sustainability and poverty, Human relationship with nature, Human-Nature conflicts, human settlements. **Role of Stakeholders:** Stakeholder's Engagement, Study of business models for sustainable development: Indian & Global perspectives **Role of Volunteers:** Role of NGO's, Industries & citizens' participation in sustainable development **Project:** Prepare a report on how the countries like Sweden, Denmark etc. are achieving the UN sustainable development goals by performing well in Social & economic issues (5+1)

5. **Sustainable Development & Business Ethics: Sustainability reporting:** Triple bottom line reports - The content of sustainability reports (also CSR reports, ESG reports, social and environmental reports) **Social accountability standard - ISO 26000:** Social responsibility guidance standard, Global Compact Principles, Environmental Impact Assessment, Life Cycle Analysis, Social Impact Assessment. **Indian Values and Ethics:** Respect for Elders, Hierarchy and Status, Need for Security, Non – Violence, Cooperation, Simple Living high Thinking, Rights and Duties, Ethics in Work life, Holistic relationship between Man and Nature, Attitudes and Beliefs. **Project:** Student to study the Covid-19/ any other current crisis, do a desk research and submit the report.(5+1)

Suggested Text Books:

1. CSR & Sustainability by Michael Hopkins
2. Corporate Social Responsibility by David Crowther and Guler Aras
3. Corporate Social Responsibility in India by Sanjay K Agarwal
4. Triple Bottom Line Reporting and Corporate Sustainability by S Singh, PHI – Eastern Economy Edition.
5. Ethics, Business & Society Edited by Ananda Das Gupta, Response Books
6. Business Ethics by Crane and Matten, Oxford University Press, 2nd Edition.
7. Business Ethics – An Indian Perspective, by Ronald Francis and Mukti Mishra, TMGH.

Suggested Reference Books:

1. Corporate Social Responsibility in India, Cases and Developments after the legal Mandate, Nayana Mitra and Rene Schmidpeter
2. CSR Strategies-for a competitive edge in emerging markets by Sri Urip
3. The Sustainable Enterprise –Profiting from best practice by Simmons and Simmons, Kogan Page,2nd Edition.
4. Business Ethics – Text and Cases by CSV Murthy, Himalaya Publications, 2nd Revised Edition.
5. Case Studies on Ethics and Corporate Governance Vol I and II, ICAI Books
6. Target 3 Billion- Innovative Solutions Towards Sustainable Development , A.P.J. Abdul Kalam, Srijan Pal Singh

Website

s
www.india.gov.in
<https://www.un.org>

Journals

1. Business & Society
2. Journal of Business Ethics
3. Ethics & Accountability in a Context of Governance & New Public Management

E-Resources

<https://www.youtube.com/watch?v=dy8kit9gnbM>
<https://www.youtube.com/watch?v=47Wtk0sGONG>
<https://www.youtube.com/watch?v=eIPdTts3La4>
<https://www.youtube.com/watch?v=PDyzNBcD2nM>
https://www.youtube.com/watch?v=yv_e1fy3Gsk
<https://www.youtube.com/watch?v=FgyaYljTjEw>

Course Outcomes: On successful completion of the course the learner will be able to

Semester IV		402 – Indian Ethos & Business Ethics
3 Credits	LTP: 2:1:1	Compulsory Generic Core Course

Course Outcomes: On successful completion of the course the learner will be able to

CO#	COGNITIVE ABILITIES	COURSE OUTCOMES
CO402.1	REMEMBERING	Recall and spell the human universal values of Indian Ethos and its applications in Business ethics
CO402.2	UNDERSTANDING	Recognize and Demonstrate the relevance of Indian Ethos by taking the rationale and ethical business decision derived from Indian Heritage Scriptures.
CO402.3	APPLYING	Apply the concepts of Indian Ethos, Values, and Ethics with moral reasoning to develop sustainable solutions to solve complex business issues..
CO402.4	ANALYSING	Analyze and make inferences to contemporary business practices in relation to Indian Ethos & Business Ethics
CO402.5	EVALUATING	Appraising the importance of business decisions on the basis of ethics and thus create a value driven management.
CO402.6	CREATING	ELABORATE Ethical dilemmas in different business areas of marketing, HRM and Finance and ADAPT dilemma resolution interventions by referring to Ethical decision making.

1. **Indian Ethos and Values : Its relevance at Workplace: Indian Ethos-** Meaning, Features, Need, Evolution, Relevance, Universal Human values for continuity of happiness and prosperity, Development of Human Consciousness Principles Practiced by Indian Companies, Requisites, Elements, Role of Indian Ethos in Managerial Practices, Triguna Theory-OSHA Model. Work Ethos meaning, dimensions of Work Ethos. **Values** - Concepts, Values in business, Value system in work culture, and Values of Indian Managers, Relevance of Value Based Management in Global Change; Impact of values on Stakeholders; Trans-Cultural Human Values, need of ethos in business organisations with reference to Indian firms, Ethics v/s Ethos, Eastern Management v/s Western Management. (8+2)

2. **Indian Model of Management:** Concept of Indian Model of Management in the Indian socio-political environment, Laws of Karma and its relevance in business settings, Indian Heritage in Business-Management. Production and Consumption: Management lessons from Indian heritage scriptures (like Mahabharata & Ramayana), Leadership Pointers from Kautilya's Arthashastra, VEDA Model of Leadership, Corporate Rishi Model, Theory K, WE theory (West-East Theory) (11+2)

3. **Business Ethics as Applied ethics:** Meaning, Characteristics of Business Ethics, Importance of Business Ethics (Long Term growth, Cost reduction, Risk mitigation, Limited resources, etc.), The Ethics of the Business, Types of Business Ethics (Transactional Ethics, Participatory Ethics, Recognition Ethics), Factors influencing business ethics, Svensson and Wood, A Model of Business Ethics. Categories of Ethics and Responsibilities (Personal, Professional, Managerial) Business Code of Conduct), Approaches to Business Ethics: Consequentialist & Non-Consequentialist The Ethical Audit, Theories of Ethics - Deontological Theory & Teleological Theory, Kohlberg's Six stage moral development, Chris Moon's Ethical fitness: a Four-Step Workout (Moral Awareness, Values Definition, Ethical Analysis, Dilemma Resolution). (11+2)

4. **Ethical decision making in business matrix:** Framework of Ethical decision making, Ethical dilemmas in different functional areas of Business (Finance, Marketing HRM and International Business), Difficulties for practice ethics in organization, Intellectual Property Rights and Business Ethics, Ethical challenges for Managers, Ethical Decision Making process, it's Model -STEP Model, PLUS Filter Model. (8+2)

5. **Applications of Ethical Principles to Contemporary, Moral and Ethical problems / issues related to Business:** Contemporary cases on Corporate Strategy, Moral Reasoning, personal responsibility and UN-17 SDG: Climate Change, Corporate Strategy and Natural resource depletion, Corporate Social Responsibility, transparency and accountability, Social Media and E-Platforms. Current ethical issues like Bank scams, Airlines etc. (7+2)

Suggested Text Books:

1. Business Ethics (Concept, Application, Framework and Cultural Impact) k. Aswathappa, J. Ushar Rani, Sunanda Gundavajhala, Himalaya Publishing House
2. Ethics in Management and Indian Ethos, Biswanath Ghosh , Vikas Publishing House
3. Indian Ethos of Management, Tushar Agarawal and Nidhi Chandorkar, Himalaya Publication House.
4. Indian Ethos and Values for Managers, Khandelwal , Himalaya Publishing House

Suggested Reference Books:

Course Outcomes: On successful completion of the course the learner will be able to

1. Indian Ethos & Values In Management, Nandagopal R, Ajith Sankar, Tata McGraw Hill Publishing Co. Ltd.
2. New Mantras in Corporate corridors From Ancient Routes to Global Roots, Subhas Sharma, New Age International Publishers

Business Ethics: Concepts and Cases, Velasquez, Pearson Education India.

Semester II		211 – Business, Government & Society
2 Credits	LTP: 2:0:0	Generic Elective – University Level

Course Outcomes: On successful completion of the course the learner will be able to

CO#	COGNITIVE ABILITIES	COURSE OUTCOME
CO211.1	REMEMBERING	DESCRIBE the economic roles of government in the Indian context.
CO211.2	UNDERSTANDING	EXPLAIN the macroeconomic crises around the world.
CO211.3	APPLYING	ILLUSTRATE the interlinkages between economic growth , poverty and inequality.
CO211.4	ANALYSING	EXAMINE the rationale, success and failures of Public Private Partnerships in the Indian context.
CO211.5	EVALUATING	ASSESS the forces for and against Globalization and the socio-economic impact of Globalization.
CO211.6	CREATING	DISCUSS the interplay between technology, business and society.

1. Roles of Business, Government, and Society: Interdependence and Conflict, Regulation of Business, Functions of State; Economic roles of government; Government and legal environment; Economic roles of Government in India; Indian experience with overall and sectoral growth, Inter-sectoral linkages and role of foreign direct investment, The Constitutional environment , Macroeconomic crises since 1990s- Indian and global experiences.

2. Poverty, Inequality and Economic Growth: Industrial Development, Rural-Urban Dynamics, Population and Development, Finance for Development, Trade and Development, State and the Market, Privatization and Regulation, Institutions and Growth.

3. Public Private Partnerships: The Rationale for Public Private Partnerships, Different Kinds of Public Private Partnerships with a special emphasis on the Build Operate and Transfer Model (BOT), Issues in Regulation that come about with privatization, Pricing mechanisms available to a regulator to ensure universal access and efficiency, Discussion of the privatization experience in different sectors, water, electricity, telecommunication, and railways with a special emphasis on India.

4. Multinational Corporations: Perspectives on Globalization, Globalization: The MNC and TNC Organizations, Globalization of Brands, Globalization of the Indian Business and Firms, Coping with Global Competition, Conflict with Nation States. Domestic and Global forces - for and against Globalization, Brexit and latest developments.

5. Business in a Global Environment: Business as Blending of People Technology and Ethical Behaviour, Achieving Business Success through Social Responsibilities, Changing Workplace - Influence of demography, influence of technology, gender issues, social justice and affirmative action, Industrial Relations.

Suggested Text Books:

1. Business, Government and Society: A Managerial Perspective by John Steiner, George Steiner, Tata McGraw Hill
2. Business, Government, and Society by Douglas E. Greer, Prentice Hall
3. Business and Its Environment by David P., International Edition

Semester II		207 – Contemporary Frameworks in Management
2 Credits	LTP: 2:0:0	Generic Elective – University Level

Course Outcomes: On successful completion of the course the learner will be able to

CO#	COGNITIVE ABILITIES	COURSE OUTCOMES
CO207.1	REMEMBERING	Understanding various traits, theories, models of emotional intelligence and its implications to address key questions within the organizations.
CO207.2	UNDERSTANDING	Describe how companies can become good to great through their leaders and right positioning of people and explain why and how most companies fail to make the transition
CO207.3	APPLYING	Explain the importance of team dynamics & a systems perspective for the leadership role and challenges of managing people in organizations.
CO207.4	ANALYSING	Scrutinize the role of individual, groups, managers and leaders in influencing how people behave and in influencing organizational culture at large.
CO207.5	EVALUATING	Application of different ideas and information effectively to rebuild individual, team, managerial and leadership behavior in order to achieve organizational excellence in a positive and collaborative manner to achieve common culture.
Co207.6	CREATING	Design Individual Assessment with the help of EQ, Habits and Team's susceptibility to five dysfunction.

1. **Emotional Intelligence** : What is Emotional Intelligence, Benefits of EI, Understand the difference between Trait EI and Ability EI, 5 Dimensions of Trait EI Model - Self Awareness (SA), Managing Emotions (ME), Motivation (M), Empathy (E), Social Skills (SS) - Self awareness (SA) - Self Awareness, Seeing the other side, Giving in without giving up, Life Positions – you and only you can choose your mindset, Managing Emotions (ME) - Self-Regulation, Managing Emotions, The 'EQ brain' and how it works, The science of emotions, Understanding Emotions, Find your self-control, Using Coping Thoughts, Using Relaxation Techniques, Self-Motivation (M) – Optimism, Pessimism, The balance between optimism and pessimism, The power of re-framing, Empathy (E) – Empathy, Barriers to empathy, Developing your empathy, Social Skills (SS) - Social skills, Making an impact, Creating a powerful first impression, Assessing a situation, Being zealous without being offensive, Traits of a person with high social skills. Determine your EQ
2. **The 7 habits of highly effective people**: Paradigms and principles, Inside-out, The seven habits - an overview - Private victory Habit 1. Be proactive: principles of personal vision, Habit 2. Begin with the end in mind: principles of personal leadership, Habit 3. Put first things first: principles of personal management, Public victory. Paradigms of interdependence. Habit 4. Think win/win: principles of interpersonal leadership, Habit 5: Seek first to understand, then to be understood: principles of empathetic communication, Habit 6. Synergize: principles of creative cooperation, Renewal. Habit 7. Sharpen the sword: principles of balanced self-renewal
3. **Five dysfunctions of a team**: Absence of trust—unwilling to be vulnerable within the group, Fear of conflict—seeking artificial harmony over constructive passionate debate, Lack of commitment—feigning buy-in for group decisions creates ambiguity throughout the organization, Avoidance of accountability—ducking the responsibility to call peers on counterproductive behavior which sets low standards, Inattention to results—focusing on personal success, status and ego before team success
4. **The 21 irrefutable laws of leadership**: The law of the lid, The law of influence, The law of process, The law of navigation, The law of addition, The law of solid ground, The law of respect, The law of intuition, The law of magnetism, The law of connection, The law of the inner circle, The law of empowerment, The law of the picture, The law of buy-in, The law of victory, The law of the big mo, The law of priorities, The law of sacrifice, The law of timing, The law of explosive growth, The law of legacy.
5. **Good to Great**: Level 5 Leadership - Leaders who are humble, but driven to do what's best for the company, First Who, Then What: Get the right people on the bus, then figure out where to go. Find the right people and try them out in different seats on the bus (different positions in the company), Confront the Brutal Facts: The Stockdale paradox, Hedgehog Concept: Three overlapping circles: What lights your fire ("passion")? What could you be best in the world at ("best at")? What makes you money ("driving resource")? Culture of Discipline: Rinsing the cottage cheese, Technology Accelerators: Using technology to accelerate growth, within the three circles of the hedgehog concept, The Flywheel: The additive effect of many small initiatives.

Suggested Reference Books:

1. Emotional Intelligence, Daniel Goleman
2. The 7 Habits of Highly Effective People: Powerful Lessons in Personal Change, Stephen R. Covey
3. The Five Dysfunctions of a Team: A Leadership Fable , Patrick M. Lencioni

4. The 21 Irrefutable Law of Leadership-John C. Maxwell

5. Good to Great, Jim Collins

Course Outcomes: On successful completion of the course the learner will be able to