SGCA/MCom. (ABST)/2018-19

# SOPHIA GIRLS' COLLEGE, (AUTONOMOUS) AJMER



# Scheme of Examination And SYLLABUS 2018-19(Batch) FOR

# MASTER OF COMMERCE (ABST)

Under Choice Based Credit System

Semester – I to IV

# **MASTER OF COMMERCE**

Eligibility for admission in First Year of MCOM is B.Com ABST examination of any Board with at least 48% marks. With regard to admission on reserved category seats government rules will be applicable.

## SCHEME OF EXAMINATION

The number of the paper and the maximum marks for each paper together, with the minimum marks required to pass are shown against each subject separately. It will be necessary for a candidate to pass in the theory as well as the practical part of a subject/paper, wherever prescribed, separately.

Classification of successful candidates shall be as follows:

 First Division
 60%

 Second Division
 50%

Of the aggregate marks prescribed in Semesters I to IV taken together

All the rest shall be declared to have passed the examination.

- ▲ For passing a candidate shall have to secure at least 40% marks in each course (Theory and Practical separately).
- ▲ No division shall be awarded in Semesters I to III.
- Whenever a candidate appears for a due paper examination, she will do so according to the syllabus in force.
- ▲ A candidate not appearing in any examination/absent in any paper of term end Semester shall be considered as having DUE in those papers.

## **End Semester Examination Pattern**

## Duration: 3 Hrs.

 $10 \ge 1 = 10 \text{ marks}$ 

## Section A

Contains 10 Questions of 1 mark each and all are compulsory. Three questions from each unit and one extra question from any one unit. 3 + 3 + 4 = 10 Questions

## Section B

5 x3 = 15 marks

Contains 3 questions with internal choice (Two questions from each unit). Each Question carries 5 marks. A student has to attempt 3 questions, choosing at least one question from each unit.

Section C

3 x 15 = 45 marks

Contains 3 questions with internal choice (Two questions from each unit).

Each Question carries 15 marks.

Maximum Marks: 70

A student has to attempt 3 questions, choosing at least one question from each unit.

# Scheme for Choice Based Credit System M.Com. (ABST) Post Graduate 2018-19

	CORE COURSE (C)	ELECTIVE COU	ABILITY ENHANCEMENT COURSE		
SEM.	CORE COURSE (DSCC) / (DSCP) (96)	DISCIPLINE SPECIFIC ELECTIVE (DSE) (12)	GENERIC ELECTIVE (GE) (2)	(AEC) (2 CREDITS)	
I	DSCC – I DSCC – II DSCC – III DSCC – IV	-		•	
п	DSCC – I DSCC – II DSCC – III DSCC – IV		-	-Adv. Communication Skill - Human Rights	
ш	DSCC – I DSCC – II DSCC – III DSCC – IV	DSE – V (A/B)	-Adv. Tax Management -Adv. Computer Application	•	
IV	DSCC – I DSCC – II DSCC – III DSCC – IV	DSE – V (A/B)		•	

## **OUTLINE OF CHOICE BASED CREDIT SYSTEM FOR PG PROGRAMMES:**

1. <u>Core Course:</u> A course, which should compulsorily be studied by a candidate as a core requirement is termed as a Core course:

- Discipline Specific Core Course (DSCC)
- Discipline Specific Core Project/ Dissertation (DSCP)
- Discipline Specific Core Practical (DSCL)

2. <u>Elective Course:</u> Generally a course which can be chosen from a pool of courses:

2.1 Discipline Specific Elective (DSE) Course or Project: Elective courses may be offered by the main discipline/subject of study is referred to as Discipline Specific Elective.

2.2 Generic Elective (GE) Course: An elective course chosen generally from an unrelated discipline/subject, with an intention to seek exposure is called a Generic Elective.

3. <u>Ability Enhancement Courses (AEC)</u>: The Ability Enhancement (AE) Courses are based upon the content that leads to Knowledge enhancement. These are mandatory for all disciplines. SEC courses are value-based and/or skill-based and are aimed at providing hands-on-training, competencies, skills, etc.

Ability Enhancement Compulsory Courses (AECC) - (2 Credits) These courses may be chosen from a pool of courses designed to provide value-based or skill-based knowledge and is aimed at providing hands-on-training, competencies, skills, etc. It is a 2 credit course and the total duration will be 30 hours.

Damas Carla	Paper Name	Contact Hours			Total Marks		Max.	Min.	
Paper Code		<mark>Per</mark> Sem	Per Week	Credits	CIA	ESE	Marks	Pass Marks	<b>Duration</b>
COMM-101	Management Accounting	<mark>90</mark>	<mark>06</mark>	<mark>06</mark>	<mark>30</mark>	<mark>70</mark>	100	<mark>40</mark>	<mark>3 hrs</mark>
COMM-102	Business Research Methods	<mark>90</mark>	<mark>06</mark>	<mark>06</mark>	<mark>30</mark>	<mark>70</mark>	100	<mark>40</mark>	3hrs
COMM-103	Advanced Accountancy - I	<mark>90</mark>	<mark>06</mark>	<mark>06</mark>	<mark>30</mark>	<mark>70</mark>	100	<mark>40</mark>	<mark>3 hrs</mark>
COMM-104	Cost Management	<mark>90</mark>	<mark>06</mark>	<mark>06</mark>	<mark>30</mark>	<mark>70</mark>	<mark>100</mark>	<mark>40</mark>	<mark>3hrs</mark>
	<mark>400</mark>	<mark>160</mark>							

## **Course Structure in Semester – I**

# **COMM – 101 Management Accounting**

#### Max. Marks: 100 Credit: 6 Learning Outcome-

On successful completion of the course the students will be able to:-

- 1. Describe the concept of Management Accounting and Management Accountant.
- 2. Analyse various types of cost, their behavior and its use in Managerial Decision making.
- 3. Analyse the different techniques of Capital Budgeting
- 4. Summarise about dynamics of Management Accounting in Business Problem.
- 5. Develop the skills perform task of financial management.

## Note: Please make a 60:40 distribution in practical : theory

#### Unit-I

**Management Accounting-**An Introduction: Nature & Scope, Financial Accounting vs. Cost Accounting vs. Management Accounting; Functions, Techniques, Principles; Scope; Utility; Limitations; Essentials for Success. Management Accountant: Position, Role and Responsibility.

Working Capital-Concept, factors affecting working capital requirement, sources of working capital, ascertainment of Working capital requirement.

## Unit-II.

**Marginal Costing and Break even analysis**: Marginal Cost; Marginal Costing and Differential Costing Marginal Costing and Absorption Costing; Contribution Analysis; Cost – Volume- Profit Analysis; Different types of Break-even Points and Charts; Advantages and limitations of BE Charts; and Marginal Costing, Applications of BEP in sales and Mix Product Lines. Decisions Involving Alternate Choices: Cost Concepts Associated with Decision making; Evaluation Process; Specific Management Decisions – Make or buy; Expand or buy; Expand or Contract; Change vs. Status Quo; Retain or Replace; Explaining New Markets; Optimum Product Mix; Adding and Dropping a Product.

#### Unit-III

**Capital Budgeting Decisions:** Nature and Kinds of Capital Budgeting Decisions; techniques of evaluating capital budgeting decisions, Management Reporting System.

## **Reference Books:**

- Ravi M. Kishore Advance Management Accounting Taxman allied Services Pvt. Ltd., New Delhi.
- M.Y. Khan, P.K. Jain Management Accounting Tata McGraw Hill, New Delhi.
- Horngren, Sundem, Stratton Introduction to Management Accounting Pearson Education, New Delhi.
- S.N. Mittal Accounting & Financial Management Shree Mahavir Book Depot, Nai Sarak, New Delhi.
- Anthony, Robat N., Hawkins and Merchant, Management Accounting, Pearson Education, New Delhi.
- Garison R.H. and E.W. Noreeb, Managerial Accounting, McGraw Hill, New Delhi

#### SGCA/M.Com.(ABST)/ 2018-19

- Ronald W. Hilton, Managerial Accounting, McGraw Hill Education, New Delhi
- Jawahar Lal, Advanced Management Accounting, Text, Problems and Cases, S.Chand & Co., New Delhi.
- Jain, Narang-Management Accountancy- Kalyani Publications, New Delhi.

Note:- Latest edition of the book to be referred.

# **COMM – 102 BUSINESS RESEARCH METHODS**

# Max. Marks: 100

Credit: 6

## Learning Outcome:

On successful completion of the course the students will be able to:-

- 1. Interpret the concepts of business research with its significance.
- 2. Appraise the methods of data collection and sampling.
- 3. Assess sample test and prepare a research report.
- 4. Summarise about dynamics of business research methodology.
- 5. Develop the skills of data analysis.

## Note: Please make a 60:40 distribution in practical : theory

## Unit-I

An Introduction to Research: Nature, Objectives, Research Methods, Methods of Data Collection. Process of Research- Hypotheses, Formulation.Research Design- Meaning and types. Chi- Square – Test: Conditions for apply Chi- Square – Test, Yate's correction, Uses of Chi- Square, Additive Property of Chi- Square, Misuse of Chi-Square Test and its limitations. (Excluding Question based on Poisson distribution)

## Unit-II

**Sampling-** Meaning, Need and Types of sampling, Elementary Sampling theory, Sampling and Non – Sampling errors, Statistical Inference: Test of Hypotheses: Sampling tests – Large sample test and small sample tests – T-Test.

## Unit-III

Analysis of Variance-One way Classification, Two way Classification, Latin Square Matrix.Report Writing and Ethical Perspective in Research: Introduction, Sourcing of data, Development of Research Proposal, Development of Research Report, Citation, and Referencing by APA Style. Research Standards and Research Ethics.

## **Reference Books:**

- Chou-Ya- Lun: Statistical Analysis, Holt, Rinchart and Winslon, Delhi.
- Hooda, R.P: Statistics for Business and Economics, Macmillan India Ltd. New Delhi.
- Heinz, Kohler: Statistics for Business & Economics, Harper Collins, New Delhi.
- Hien, L.W: Quantitative approach to Managerial decisions, Prentice Hall, New Jesery India, Delhi.
- Lawrence B. Morse: Statistics for Business & Economics, Harper Collins, New Delhi.
- Levin, Richard I and David S Rubin: Statistics for Management, Prentice Hall of India, Delhi.
- Watsnam Terry J. and Keith Parramor: Quantitative Methods in Finance, International Thompson Business Press, New Delhi.
- Ackaff, R.L. and Sasieni, M.W., Fundamentals of Operations Research, John Wiley and sons Inc., New York
- Agee, M.H., Taylor, R.E. and Torgersen, P.E., Quantitative Analysis for Management Decisions, Prentice Hall Inc, New Delhi.
- S.P. Gupta, Statistical Methods, Atlantic Publication and Distributors (P) Ltd., New Delhi.
- K R Sharma, Business Research Methods, National Publishing House, New Delhi

Note:- Latest edition of the book to be referred.

## COMM – 103 ADVANCED ACCOUNTANCY- I

# Max. Marks: 100 Credit: 6

Min. Marks: 40 **Duration: 3 hrs** 

#### **Learning Outcome:**

On successful completion of the course the students will be able to:-

- 1. Describe the concept of inflation and Economic Value Added.
- 2. Analyse various provisions of accounting of Banking Companies.
- 3. Evaluate the accounting for liquidation of companies.
- 4. Summarise about dynamics of Environmental Accounting.
- 5. Synthesize a successful career as an accountant.

#### Note: Please make a 60:40 distribution in practical : theory

#### Unit-I

Inflation Accounting: Introduction, Limitations of Historical Accounting, Methods of inflation accounting- Current purchasing power method and Current cost accounting method. Accounts of Banking Companies: Business of Banking Companies, Statutory Books of Accounts, Subsidiary Books, Memorandum Books, Principal Books of Account, Final Accounts: Balance Sheet, Profit & Loss Account, Provision for NPA, Advance Classification, rebate on Bills Discounted and ECGC Guarantee.

#### Unit-II

Accounting for Liquidation of Companies: Introduction, Statement of Affairs Method, Deficiency account, Liquidators Final Statement of account, List B Contributories.

Economic Value Added-Concept, Computation of Basic EVA, Concept of NOPAT, Interpretation of EVA, Application and Limitations of EVA.

## Unit-III

Internal **Reconstruction**: Reconstruction including reduction Internal preparation of scheme.Environmental Accounting.

#### **Reference Books:**

- R.L. Gupta, M. Radhaswamy, Advanced Accountancy, Theory Methods & Application, Sultan ٠ Chand & Sons, New Delhi.
- Shukla and Grewal: Advanced Accountancy, S. Chand, New Delhi •
- Ashok Sehgal, Deepak Sehgal: Fundamental of Financial Accountancy, Taxman Publication, • New Delhi.
- Jain, Khandelwal And Pareek: Higher Accounting, Ajmera Book Co., Jaipur •
- Hanif and Mukherjee: Modern Accountancy-Vol. I &Vol. II, Tata McGraw, New Delhi. •
- S. N. Maheshwari, Advanced Accountancy, Vikas Publishing House, New Delhi.

Note:- Latest edition of the book to be referred.

## COMM – 104 COST MANAGEMENT

#### Max. Marks: 100 Credit: 6

#### **Learning Outcomes:**

On successful completion of the course, Students will be able to:

- 1. Understand the basic concepts of cost, costing, cost accounting principle & costing approaches.
- 2. Understand the variable and absorption costing, activity based costing and uniform costing.
- 3. Acquire the necessary skills to compute process costing and inter process costing.
- 4. Develop the skills to maintain cost records through integral and non integral system.
- 5. Develop skills of cost computations and analysis.

#### Note: Please make a 60:40 distribution in practical : theory(Question paper to be set in the ration of 60:40 for practical:theory)

## Unit-I

Cost Concepts and Classifications, Activity Based Product Costing - Concept and uses; Emerging Costing Approaches, Variable and Absorption Costing - Concept, Comparison, Applications of Variable Costing. Uniform costing, Concept, Scope of Uniform costing, Need for Uniform Costing, Inter firm comparison, Need for Inter Firm Comparison

Min. Marks: 40

**Duration: 3 hrs** 

## Unit- II

Process Costing; Work in Progress, Inter process Profits, By Products and Joint Products.Equivalent Production.

## Unit-III

Cost records, Integral system and preparation of accounts under Integral system. Non integralsystem, preparation of accounts under non-integral system. Benefits and limitations of Non-Integral systems. Transfer Pricing.

## **Reference Books:**

- Saxena and Vashishtha: Advanced Cost Accounting; Sultan Chand and Sons, New Delhi.
- Horngren Charles. T: Cost Accounting A Managerial Emphasis. Pearson Publications, New Delhi.
- Ravi M. Kishore, Cost Management Taxman Publications, New Delhi.
- Jain, S.P, Narang K.L.: Advanced Cost Accounting. Kalyani Publications, Delhi

Note:- Latest edition of the book to be referred.

# **Course Structure in Semester – II**

<b>Paper Code</b>	Nomenclature	Contact Hours		Credits	Total Marks		Max.	Min.	Duration
raper Coue		Per Sem	Per Week	Creuits	CIA	ESE	<b>Marks</b>	Pass <mark>Marks</mark>	Duration
COMM-201	Advanced Business Statistics	<mark>90</mark>	<mark>06</mark>	<mark>06</mark>	<mark>30</mark>	<mark>70</mark>	100	<mark>40</mark>	<mark>3 hrs</mark>
COMM-202	Security Analysis and Portfolio Management	90	<mark>06</mark>	06	30	70	<mark>100</mark>	<mark>40</mark>	<mark>3hrs</mark>
COMM-203	Advance Accountancy -II	<mark>90</mark>	<mark>06</mark>	<mark>06</mark>	<mark>30</mark>	<mark>70</mark>	100	<mark>40</mark>	<mark>3 hrs</mark>
COMM-204	Auditing And Assurance	<mark>90</mark>	<mark>06</mark>	<mark>06</mark>	<mark>30</mark>	<mark>70</mark>	100	<mark>40</mark>	3hrs
AEC-201 (Ability Enhanceme ntCourse)	<ol> <li>Adv. Communication Skill</li> <li>OR</li> <li>Human Rights</li> </ol>		2	2	15	35	<mark>50</mark>	20	2 ½ hrs
	Semester Total							<mark>180</mark>	

**COMM – 201 ADVANCED BUSINESS STATISTICS** 

#### Max. Marks: 100 Credit: 6

## **Learning Outcomes:**

On successful completion of the course the students will be able to:-

- 1. Interpret the concept of Interpolation and Extrapolation
- 2. Understand the concept and use of probability.
- 3. Acquire the necessary skills to take decision using statistical theory.
- 4. Summarize the use of statistics in Business Problem.
- 5. Get employed as a assistant researcher.

## Note: Please make a 60:40 distribution in practical : theory

Unit-I

Association of Attributes: Meaning, Classification, Methods, calculation of Association of Attributes, Partial Association, Consistency of Data.

**Probability**: Basic concepts, Type of events conditional probability, Joint Probability, Bayes' theorem and its applications.

## Unit-II

Min. Marks: 40

**Duration: 3 hrs** 

Concept and application of Binomial, Poisson, andNormal distributions.

**Interpolation and Extrapolation**: Definition, need, Importance, Methods- Binomial Method, Newton's Method of Advancing differences, Newton's Divided Difference Method and Lagranges's Method.

## Unit-III

**Matrices**: Definition of a matrix, types of matrices, Basic operations, Transpose, Determinant of a square Matrix, Minor and Co-factors, Adjoint of a square Matrix, Elementary operations on Matrix, Inverse of a matrix, Solution to System of Linear equations- Matrix Inverse method and Cramer's method.

**Elements of Statistical Decision Theory**: Introduction, Decision under Uncertainty-Maxi-Max Criterion, Maxi-Min Criterion, Mini- Max Regret Criterion, Hurwicz criterion, Laplace criterion. Decision under Risk- EMV Criterion, Expected Opportunity Loss Criterion, Expected value of perfect information, Marginal Analysis method.

## **Reference Books:**

- Chou-Ya- Lun: Statistical Analysis, Holt, Rinchart and Winslon, Delhi.
- Hooda, R.P: Statistics for Business and Economics, Macmillan India Ltd., New Delhi.
- Heinz, Kohler: Statistics for Business & Economics, Harper Collins, New Delhi.
- Hien, L.W: Quantitative approach to Managerial decisions, Prentice Hall, New Jesery India, Delhi.
- Lawrence B. Morse: Statistics for Business & Economics, Harper Collins, New Delhi.
- Levin, Richard I and David S Rubin: Statistics for Management, Prentice Hall of India, Delhi.
- Watsnam Terry J. and Keith Parramor: Quantitative Methods in Finance, International Thompson Business Press, New Delhi.
- Ackaff, R.L. and Sasieni, M.W., Fundamentals of Operations Research, John Wiley and sons Inc., New York
- Agee, M.H., Taylor, R.E. and Torgersen, P.E., Quantitative Analysis for Management Decisions, Prentice Hall Inc, New Delhi.
- S.P. Gupta, Statistical Methods, Atlantic Publication and Distributors (P) Ltd., New Delhi.
- K R Sharma, Business Research Methods, National Publishing House, New Delhi.
- Agarwal, N.P., Advance Business Statistics, RBD, Jaipur

Note:- Latest edition of the book to be referred

## COMM – 202 Security Analysis And Portfolio Management

## Max. Marks: 100

Credit: 6

#### Learning Outcome:

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

- 1. Understand the basic aspect of investment and its characteristics.
- 2. Develop the skill to compute risk & return of securities.
- 3. Analyse the stock market operation & security markets.
- 4. Understand the portfolio theory and its evaluation.
- 5. Devise skills to analyses the securities and operate as a successful trader of the stock market.

## Note : Please make a 60:40 distribution in practical : theory

## Unit- 1

**Introduction to Investment:** Meaning of Investment, speculation and Gambling, types of investors, Investment Process, Investment objectives and characteristics of Investment.

**Overview of Capital market**: Primary and secondary market- role, function and factors contributing for the growth of capital Market. Difference between Primary market and secondary market.

**Regulatory Mechanism:** SEBI–Introduction, objectives, Power, Functions, SEBI reforms in Indian Capital Market.

Unit-II

Security Analysis: Introduction, Fundamental Analysis: Economic analysis-Factors and technique used (excluding Numerical), Industry Analysis- Factors and technique used(Excluding Numerical) and company Analysis- Factors and technique used (excluding numerical).

**Technical Analysis-**Assumption, Dow Theory, Support and resistance level, Moving average, Rate of Change, Relative Strength Index, Charts- Head and Shoulders, V formation, Tops and Bottoms, Indicators- Volume of Trade, short sales.

**Equity valuation**: Anticipated return, present value of the return, multiple Year holding period, Constant growth model, Two stage Growth model, valuation through P/E ratio.

**Efficient Market Theory**-Assumptions of Random walk theory, Random walk and Efficient Market Theory, Efficient Market Hypothesis, Weak form, Semi strong form and Strong form of EMH, Critique of EMH.

**Concept of Portfolio:** Introduction, Phases of portfolio Management, Objectives, Concept of risk and return, sources, types and measurement, Concept of Diversification.

#### Unit-III

**Portfolio theory:** Traditional Approach, CAPM-Assumptions, CML, SML, CAPM Analysis, CAPM Model, Market Model, Uses and Limitations, problems on CAPM Model. APT, Markowitz Model, Single Index model- Concept, Corner portfolio, Sharpe's optimal portfolio, Construction of the optimal portfolio (excluding short sales).

Portfolio Evaluation: Criteria, Sharpe's measures, Treynor's Measures, Jensen Measures.

**Portfolio Revision:** Active portfolio Strategy, Passive portfolio strategy, the formula Plans- Concept, Advantages and Disadvantages.

#### **Reference Books**

- Avadhani, V.A., Investment and security Markets in India, Himalaya Publishing House, Mumbai.
- Kevin, S., Security Analysis and portfolio Management, PHI Learning, New Delhi
- Fischer and Jordon, Security analysis and Portfolio Management, Pearson Publications, New Delhi.
- Gordon Alexander, William Sharpe and Jeffery Bailey Fundamental of Investments, Pearson Publications, New Delhi
- P. Pandian Security analysis and Portfolio Management, Vikas Publishing, House, New Delhi
- Zvi Bodie, Alex Kane, Alan Marcus and Pitabas Mohanty, Investments, Tata McGraw Hill, New Delhi.

Note:- Latest edition of the book to be referred.

## COMM – 203 Advanced Accountancy- II

## Max. Marks: 100 Credit: 6

Learning Outcome:

On successful completion of the course, the students will be able to

- 1. Understand the basic aspect of Hire purchase system.
- 2. Develop the skill to prepare accounts for insurance company.
- 3. Analyse the value added statement.
- 4. Understand the different Indian Accounting Standards.
- 5. Synthesize a successful career as an accountant.

#### Note : Please make a 60:40 distribution in practical : theory

#### UNIT-I

Accounting for Hire Purchase System. Accounting for electricity companies- Double account Systems, Replacement Account, Revenue Account, Net Revenue Account, Capital Account, General Balance Sheet, Computation of Clear Profit, Clear base, Appropriation of Profit, Disposal of Surplus, Tariff and Dividend Control Reserve Account.

#### SGCA/M.Com.(ABST)/ 2018-19

Accounting for Insurance Companies (excluding Life Insurance), Human Resource Accounting, Value Added Statement: Definitions, Value Added, Gross value Added, Net Value Added, Computation, Limitation and Interpretation.

#### **UNIT-III**

Indian Accounting Standards: AS-9, AS-12, AS-16: Theoretical knowledge (objectives and Application), An Introduction of IFRS: Concept, Objectives. Basic concept of XBRL-Introduction, Benefits, Myths, XBRL Documents, Dissolution of Partnership Firm: Maximum Loss method and piecemeal distribution, Accounting for Hotel.

#### **Reference Books:**

- R.L. Gupta, M. Radhaswamy, Advanced Accountancy, Theory Methods & Application, Sultan Chand & Sons, New Delhi.
- Shukla and Grewal: Advanced Accountancy, S. Chand, New Delhi
- Ashok Sehgal, Deepak Sehgal: Fundamental of Financial Accountancy, Taxman Publication, New Delhi.
- Jain, Khandelwal And Pareek: Higher Accounting, Ajmera Book Co., Jaipur
- Hanif and Mukherjee : Modern Accountancy-Vol. I & Vol. II, Tata McGraw, New Delhi.
- S. N. Maheshwari, Advanced Accountancy, Vikas Publishing House, New Delhi.

Note:- Latest edition of the book to be referred.

## **COMM – 204 Auditing And Assurance**

## Max. Marks: 100 Credit: 6

Min. Marks: 40 Duration: 3 hrs

#### **Learning Outcome:**

On successful completion of the course, the students will be able to

- 1. Understand the knowledge of auditing principles, process and control of audit.
- 2. Develop the skills of preparing audit report.
- 3. Interpret the concept for audit of financial statement.
- 4. Develop an understanding of audit of companies, NGO, government audit and forensic audit.
- 5. Develop the skills of internal financial control.

#### Unit - I

Meaning and objects of auditing, nature of Auditing, Basic principles and process of Auditing, conduct and control of an audit, sampling in Auditing, Audit Report

#### Unit - II

Audit of Financial statement: Audit of payments, receipts, sales, purchase, personal ledger, fixed assets, investments, other assets and miscellaneous expenditure, capital and reserves, liabilities and other issues.

#### Unit - III

Audit of Companies: Appointment of Auditors, Rights, duties and Liabilities of company auditor. Special Audits: Club, Trust, educational Institution, Cinema Hall, hotel, NGO. Audit of Incomplete records, Introduction to Government Audit.Forensic audit: An overview.

#### **Suggested Reading**

- Kamal Gupta, Fundamentals of Auditing, Tata McGraw Hill Ltd, New Delhi.
- Jain, Khandelwal & Pareekh, Auditing, Ajmera Book Company, Jaipur.
- T.R. Sharma- Auditing, Sahitya Bhawan, Agra.
- T.G. Rose- Auditing, Tata McGraw Hill Ltd, New Delhi.

Note:- Latest edition of the book to be referred.

Paper Code	Nomenclature	Contact Hours		- Credits	<b>Total Marks</b>		<mark>Max.</mark> Marks	<mark>Min.</mark> Pass	Duration
r aper Coue	Nomenciature	Per Sem	<mark>Per</mark> Week	Creuits	CIA	ESE		<mark>Marks</mark>	Duration
COMM-301	Direct Taxes Law & Practices	<mark>90</mark>	<mark>06</mark>	<mark>06</mark>	<mark>30</mark>	70	100	<mark>40</mark>	<mark>3 hrs</mark>
COMM-302	Advanced Cost Accounting	<mark>90</mark>	<mark>06</mark>	<mark>06</mark>	<mark>30</mark>	<mark>70</mark>	100	<mark>40</mark>	3hrs
COMM-303	Operational Research Quantitative techniques	<mark>90</mark>	<mark>06</mark>	<mark>06</mark>	<mark>30</mark>	<mark>70</mark>	100	<mark>40</mark>	3 hrs
COMM-304	Management & operational Audit	<mark>90</mark>	<mark>06</mark>	<mark>06</mark>	<mark>30</mark>	<mark>70</mark>	100	<mark>40</mark>	3hrs
COMM-305	<ul><li>A. Project Management</li><li>OR</li><li>B. International Finance</li></ul>	<mark>90</mark>	<mark>06</mark>	06	30	70	100	<mark>40</mark>	3 hrs
<mark>GE – 401</mark>	<ol> <li>Adv. Tax Management OR</li> <li>Adv. Computer Application</li> </ol>		02	02	15	35	50	20	2 ½ Hr.
Semester Total 500									

# **Course Structure in Semester – III**

# COMM – 301 Direct Taxes Law And Practice

#### Max. Marks: 100 Credit: 6

## Learning Outcome:

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

- 1. Comprehend the basic principles of the laws governing direct taxes.
- 2. Know about provisions of direct tax of companies
- 3. Be familiar about nature and scope of income.
- 4. Understand the provisions and procedure to compute gross total income and basic concept of International Taxation.
- 5. Operate as an Income Tax Return preparer.

## Note : Please make a 60:40 distribution in practical : theory

## UNIT-I

Assessment of Companies and Minimum Alternative tax, Assessment of Non-Residents, Assessment of Co-operative Societies, Representative Assesse.

## UNIT-II

Return of Income and Procedure of Assessment, Advance Payment of Tax, TDS, Interest on Taxes and refunds, Appeal and Revision, Tax Authorities.

## UNIT-III

Basics concept of International Taxation, Double Taxation Relief, Transfer pricing –Special Provisions relating to Avoidance of Tax (Chapter X, Sec 92 to 92F, 93 and 94A), Advance Rulings.

## **Reference Books:**

- Dr. Vinod K. Singhania & Dr Kapil Singhania, Direct Taxes Law & Practice, Taxman Publications, New Delhi.
- H. P. Ranina, Corporate Taxation, Orient Law House, Delhi.
- Paolo M. Panteghini, Corporate Taxation in a dynamic world, Springer
- Girish Ahuja & Ravi Gupta, Direct Tax Laws & Practice, Bharat Law House, New Delhi.

Note:- Latest edition of the book to be referred.

COMM – 302 Advanced Cost Accounting

## Max. Marks: 100 Credit: 6

Min. Marks: 40 Duration: 3 hrs

## **Learning Outcome:**

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

- 1. Understand the basic concept of cost and managerial decision.
- 2. Develop the skill to compute break even analysis for decision making.
- 3. Analyse the efforts of alternative prices.
- 4. Interpret concept of pricing decision.
- 5. Operate as a cost manager.

## Note : Please make a 60:40 distribution in practical : theory

#### UNIT-I

Cost Information for Management Decisions and control. Design of Cost records for Material, Labour and Overheads. Break-Even Analysis for Decision Making: Determination of BEP, Construction of Different Break- Even Point Charts, Use of Break-Even Analysis.

#### **UNIT-II**

Specific decision Making – Expanding Capacity or Not, Dropping or Adding a Product, Analysis of the effect of Alternative prices, Make or Buy Decision, Production Mix Decision. Cost Reduction programme and Planning, Employees Participation in Cost Reduction Programmes.

#### UNIT-III

Pricing Decisions, Marketing and distribution Decisions, Treatment of Research and Development Cost. **Reference Books:** 

- Saxena & Vashishta : Advanced cost Accounting, Sultan Chand & Sons, New Delhi.
- Ratnam P. V.: Costing Adviser, Kitab Mahal, New Delhi
- Ravi M. Kishore: Cost Accounting, Taxman Publication, New Delhi
- Oswal, Mangal, Bidawat: Advanced Costing Problem, RBD Publishing House, Jaipur.
- Prasad N.K.: Principles and Practice of Cost Accounting, Books Syndicate Pvt. Ltd. Kolkata.

Note:- Latest edition of the book to be referred.

## **COMM – 303 Operational Research And Quantitative Techniques**

# Max. Marks: 100

Credit: 6

#### Learning Outcome:

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

- 1. Understand the basic concept of operational research.
- 2. Develop the skill to compute transportation and assignment.
- 3. Analyse the game theory.
- 4. Interpret concept of network analysis.
- 5. Develop quantitative analysis skills.

## Note : Please make a 60:40 distribution in practical : theory

#### **UNIT-I**

**Operations Research**: Introduction, Definition, scope of Operations Research, characteristics, Process of Operations Research. Quantitative approach to decision making, models & modeling in Operations Research. Limitation of operation.

**Linear programming:** Structure of linear program model, Assumption, Advantages, Limitations, General mathematical model, Guidelines for formulation of linear programming model Graphic and Simplex Methods, Concept of Dual.

#### **UNIT-II**

**Transportation and Assignment:** Transportation problem, General structure of transportation problem, methods of finding initial basic feasible solution (NWCM, LCM & VAM), test for optimality (MODI Method), degeneracy (theory only), Assignment problems, Introduction, General structure, problems on minimization & maximization.

## UNIT-III

Network Analysis: CPM and PERT, Crashing.

**Theory of games-** formulation of game models, Two person Zero sum games & their solution,  $2 \times N$  and M x 2 games, M x N game, pure with saddle point, Mixed strategies (Graphical and algebraic methods), Limitations of game theory. Queuing Theory(only single server and single channel). **Reference Books:** 

- Sharma S. D, Operations Research: Theory, Methods and Applications, Kedar Nath, Ram Nath & Co., New Delhi.
- Taha H. A, Operations Research: An Introduction, PHI, New Delhi.
- Gupta, P. K., and Hira, D. S., Operations Research, S. Chand & Company, New Delhi
- Vohra N. D, Operations Research, TMH, New Delhi.
- Frederick S. Hillier, Gerald J. Lieberman, Introduction to Operations Research, Tata McGraw-Hill, New Delhi

Note:- Latest edition of the book to be referred.

## **COMM – 304 : Management And Operational Audit**

#### Max. Marks: 100 Credit: 6

Min. Marks: 40 Duration: 3 hrs

## **Learning Outcome:**

On successful completion of the course, the students will be able to

- 1. Understand the knowledge of management auditing principles and programme.
- 2. Develop the skills of preparing audit report.
- 3. Interpret the concept for cost audit.
- 4. Develop an understanding of investigation and propriety audit.
- 5. Develop skills of managerial audit.

## UNIT-I

**Management and Operational Audit**: Concept, Nature, Difference between Statutory and Management Audit. Management Audit Programme. Specific Areas of Management and operational Audit: Review of Internal Control, Review of Purchasing Operations, review of Manufacturing Operations, review of efficacy of Management Information Systems. Appraisal of Management Decisions.

## UNIT-II

**Cost Audit:** Meaning, Objects, Advantage, Cost Audit of Materials, Labour and Overheads. Cost Auditor: Appointment, Rights, Duties and Liabilities under Companies Act, 2013. Cost Audit report. **Tax Audit**: Concept, Meaning of turnover, Gross receipts, Accountant. Tax Audit report: form No. 3CA, Form No. 3CB and 3CD.

#### **UNIT-III**

**Investigation**: Concept, Objectives, Difference between Audit and Investigation, Importance. Propriety Audit: Concept, provision for Public Sector Companies under Companies Act 2013.

#### **Reference Books:**

- Kamal Gupta: Contemporary Auditing, Tata McGraw Hill Ltd., New Delhi.
- Chaudhary D.: Management and Cost Audit, New Central Book Agency, Calcutta.
- Jain, Khandelwal and Pareek: Cost and Management Audit, Ajmer Book Co., Jaipur
- Agarwal N.P. and Govind pareek: Cost and Management Audit, Ajmera Book Co., Jaipur.
- Saxena and Vashishta : Cost and Management Audit, Sultan & Chand Co., New Delhi
- Ramanathan, A.R.: Cost and Management Audit, Tata McGraw Hill Ltd., New Delhi.

Note:- Latest edition of the book to be referred

## COMM – 305 (A): Project Management

Max. Marks: 100

Min. Marks: 40

#### SGCA/M.Com.(ABST)/ 2018-19 Duration: 3 hrs

#### Credit: 6 Learning Outcome:

On successful completion of the course, the students will be able to

- 1. Understand the basic concept of project management, project management system and system development cycle.
- 2. Interpret the concept of market analysis, technical analysis and financial analysis.
- 3. Develop an understanding of project plan.
- 4. Integrate knowledge of risk and sensitivity analysis, social cost benefit and network analysis.
- 5. Develop the ability to work as project manager.

## Note : Please make a 60:40 distribution in practical : theory

#### **UNIT-I**

**Project Management**: Concept, Characteristics of project, Project Management Functions. Project Management systems: Concept, Types, System Analysis, Methodologies and System Development Cycle.

## UNIT-II

**Project Feasibility Study**: Market Analysis, Technical Analysis, Financial Analysis. Project Evaluation, Project Planning: Concept, Objectives, Fundamentals, development of project Plan, Tools of project planning.

## **UNIT-III**

**Project Organization**: Structure and responsibilities.Risk and Sensitivity Analysis in Project, Social Cost Benefit Analysis. Network Analysis: Project Management Information System.

#### **Reference Books:**

- Singh &Narendra, Project management & control, Himalaya Publishing House, Mumbai.
- Dr BC Punmia, KK Khendelwal, Pert & CPM, Laxmi publication, Jaipur
- Desai, Vasant, Project management, Himalaya Publishing House, Mumbai.
- K R Sharma, Project Management, National publishing house- Delhi
- M R Agrawal, Project Management, Garima Publications, New Delhi.
- James P Lewis, Heritage, Fundamentals of Project Management, AMACOM
- Prasanna Chandra, Projects: Planning, Analysis, Financing Implementation & Review, Tata Mc-Graw Hill, New Delhi.

Note:- Latest edition of the book to be referred.

## **COMM-305(B)** International Finance

## Max. Marks: 100

#### Credit: 6

#### Learning Outcome:

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

- 1. Understand the basic concept of International Financial Management.
- 2. Develop the skill to compute Exchange rate
- 3. Analyse the International Monetary System

4. Interpret concept of Foreign Exchange Market

## Note : Please make a 60:40 distribution in practical : theory

#### Unit-I

International Financial Management Scope of international finance, global links, objectives of MNCs, Distinguishing features of International finance, International business activities, trends of FDI in India, International business methods, Motivations for international business, field of international business

#### Unit-II

International Monetary System The gold standard, Price specie flow Mechanism, Decline of the gold standard, the inter war years, The Bretton wood system, Smithsonian agreement,

Exchange Rate Flexible exchange rate regime, alternative exchange rate systems, Evaluation of floating rates, classification of currency arrangements, the European monetary system. Introduction to GATT agreements.

## Unit-III

International Financial Institutions/Development Banks The World Bank, Economic reform programmes. IMF, financial policies of IMF, its supported programmes, Asian development bank. Foreign Exchange Market: Information and communication systems, functions of the foreign exchange market, the foreign exchange rates, arbitrage, foreign exchange markets, spot markets, cross rates of exchange, Bid-Ask spreads, forward market, Interest arbitrage, covered interest arbitrage and interest parity theory .

## **Reference Books:**

- VyuaptkeshSharan, International Financial Management, PHI, New Delhi
- V. K. Bhalla, International Financial Management, S. Chand, New Delhi

		Contact	t Hours	<b>Total Marks</b>		Marks		Min.	
Paper Code	Nomenclature	Per Sem	Per Week	Credits	CIA	ESE	Max. Marks	Pass Marks	Duration
COMM-401	Indirect Taxes	<mark>90</mark>	06	06	<mark>30</mark>	<mark>70</mark>	100	<mark>40</mark>	3 hrs
COMM-402	Tax Planning & Management	90	<mark>06</mark>	<mark>06</mark>	30	70	100	<mark>40</mark>	3hrs
COMM-403	Financial Derivatives	<mark>90</mark>	<mark>06</mark>	<mark>06</mark>	<mark>30</mark>	<mark>70</mark>	100	<mark>40</mark>	3 hrs
COMM-404	Management of Financial Services	<mark>90</mark>	<mark>06</mark>	<mark>06</mark>	<mark>30</mark>	<mark>70</mark>	100	<mark>40</mark>	3hrs
COMM-405	A. Dissertation OR B. Human Resource Accounting and Auditing	90	06	06	30	70	<mark>100</mark>	<mark>40</mark>	<mark>3 hrs</mark>
Semester Total								200	

# **Course Structure in Semester – IV**

# **COMM – 401 Indirect Taxes**

#### Max. Marks: 100 Credit: 6

## Learning Outcome:

On successful completion of the course, the students will be able to

- 1. Understand the concept of Central GST and State GST.
- 2. Analyze the computation procedure of tax and input tax credit.
- 3. Understand the procedure, amendments and cancellation of registration.
- 4. Impart basic knowledge of custom duty.
- 5. Operate as a GST consultant.

## Note : Please make a 60:40 distribution in practical : theory

## Unit –I

The Central Goods and Services Tax Act, 2017/The Rajasthan Goods and Services Tax Act, 2017: Introduction and Definitions, Administration, Levy and Collection of Tax, Exemptions from Tax, Place, Time and value of Supply.

GST Network, GST Council, Overview of GST Tariff and HSN code. GST Portal: Introduction, GST Eco—System, GST Suvidha Provider (GSP).

## Unit –II

The Central Goods and Services Tax Act, 2017/The Rajasthan Goods and Services Tax Act, 2017: Determination of Taxable Supply and computation of Tax. Input Tax Credit- Concept, eligibility and

#### SGCA/M.Com.(ABST)/ 2018-19

conditions for taking input tax credit. Registration- Registration Procedure, Amendments, cancellation and revocation of cancellation. Tax Invoices, Credit and Debit Notes, Payment of Tax, Interest and Penalty, Filing of Returns and Assessment. Transitional provision: Migration of existing tax Payer, Transitional Arrangement for Input Tax credit. E- Way bill.

#### Unit –III

The Integrated Goods and Services Tax Act, 2017: Introductions and Definitions, Levy and Collection of Tax, Nature of Supply, Place of Supply of Goods or Services or Both, Zero Rated Supply, Apportionment of Tax and settlement of Funds,.

**Custom Act:** Basic Concepts, Important Definitions, Levy and exemptions from duty, types of duty Classification of goods, valuation of goods, computation of Assessable Value and custom duty. Refund of duty.

#### **Reference Books:**

- Patel Choudhary, "Goods and Service Tax", Choudhary Publication, Jaipur
- Ashok Batra, "Goods and Service Tax", C.C.H. Publication, New Delhi
- C.A. Anshu Dalmia, C.A. Sheifali Girdharwal, "GST: A Practical Approach", Taxman Publication, New Delhi.

Note:- Latest edition of the book to be referred.

## **COMM – 402 Tax Planning And Management**

## Max. Marks: 100 Credit: 6

#### **Learning Outcome:**

On successful completion of the course, the students will be able to

- 1. Understand the concept of tax planning and tax management.
- 2. Analyze the computation of the employees remuneration.
- 3. Understand the concept of tax planning for investment.
- 4. Impart basic knowledge of tax planning for industrial and managerial decisions.
- 5. Devise skills to operate as a tax manager and planner.

#### Note : Please make a 60:40 distribution in practical : theory

#### **UNIT-I**

Tax Planning and Tax Management, Concept of Income and Problems of Tax Planning, Tax Planning & Residential Status and Tax Planning for Employees Remuneration. Tax Planning and form of Organizations.

#### **UNIT-II**

Capital Gain and Tax Planning, Tax planning by Set Off and Carry Forward of Losses, Tax Planning for Investments.

#### **UNIT-III**

Diversion of Income and Tax Planning, Tax Planning for Industrial Development and Financial Management.Tax Planning and Managerial decisions.

#### **Reference Books:**

- Dr. Vinod K., Singhania & Dr Kapil Singhania Direct Taxes Law & Practice, Taxman, New Delhi.
- H. P. Ranina, Corporate Taxation, Orient Law House, New Delhi.
- Paolo M. Panteghini, Corporate Taxation in a dynamic world, Springer
- Girish Ahuja & Ravi Gupta, Direct Tax Laws & Practice, Bharat Law House, New Delhi.

Note:- Latest edition of the book to be referred.

## **COMM – 403 Financial Derivatives**

Max. Marks: 100 Credit: 6 Learning Outcome:

#### Min. Marks: 40 Duration: 3 hrs

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

- 1. Understand the concept of derivatives and forward market.
- 2. Analyze the pricing of future market.
- 3. Understand the concept of options.
- 4. Impart basic knowledge of Risk Analysis and Management.

5. Generate knowledge about derivatives and trading skills.

## Note : Please make a 60:40 distribution in practical : theory

## UNIT-I

**Introduction of Derivatives**: Derivative Concept and meaning, History of Derivatives market, functions of derivative market, Risk in derivatives, Characteristics of derivatives, classification and types of Derivatives in India, Derivatives Instruments, Regulation of derivatives trading in India, Application of Derivatives, Derivatives market Participants.

**Forward Market and contracts**: concept, Features, Classification, pay off of forward contract, long and short position advantage and disadvantage of forward contract, pricing of commodity forwards.

#### UNIT-II

**Futures Markets and contracts**: concept, public standardized Transactions. The clearing house, Daily Settlement and Performance Guarantee Regulation. Future Trading, The clearing house margins and price limits, Types of orders, Delivery and cash Settlement, Futures Exchanges, Type of Futures contracts.

**Pricing of Futures**: Introduction, Volatility of Future prices, Price mechanism in future contract, Strategies using futures, pricing model of futures, valuation of stock index futures.

**Swap Markets and contracts**: characteristics of swap contracts, Termination of swap. Types of swaps: currency swaps, Interest rate swaps.

## UNIT-III

**Options**: Fundamentals of options, types, trading strategies- Uncovered, covered, spread. Combination of calls and puts. Put- calls parity. Payoff values. Binomial options pricing model, Black scholes options pricing model.

**Risk Analysis and Management**: Risk measurement and management framework, option's Greeks: beta, gamma, Vega, theta, rho. Hedging.Trading Mechanism, clearingand settlement.

#### **Reference Books:**

- Varma, Derivatives & Risk Management, Tata McGraw hill, New Delhi.
- Gupta, S. L., Financial Derivatives Theory, concepts and practice, Prentice Hall of India, New Delhi.
- John, C. Hull, Options, Futures and other Derivative Securities, PHI Learning, New Delhi.
- Keith, Reqhead, Financial Derivates an Introduction to Futures, forwards, options and SWAPs, PHI Learning, New Delhi.
- John C. Hull, Futures and Option Markets, Pearson Education, New Delhi.
- Rene M. Stulz, Risk Management & Derivative, Cengage, Learning India Pvt. Ltd. Noida.
- David A. Dubofsky and Thomas W. Miler, Derivatives Valuation and Risk Management Oxford University Press, New Delhi.
- O.P.Agrawal, Financial Derivatives and Risk Management, Himalaya publishing House, Mumbai.

Note:- Latest edition of the book to be referred.

## **COMM – 404 Management Of Financial Services**

#### Max. Marks: 100 Credit: 6

Min. Marks: 40 Duration: 3 hrs

## **Learning Outcomes:**

On successful completion of the course the students will be able to:-

- 1. Interpret the concept of management of financial and banking services.
- 2. Understand the concept of merchant banking and lease financing.
- 3. Acquire the necessary skills to compute NAV of mutual funds.
- 4. Develop the ability to work as financial product sales manager.

## Note : Please make a 60:40 distribution in practical : theory

#### UNIT-I

**Management of Financial services**: Concepts, Evolution and Objectives, Financial system: Content, Feature and Trends. Structure of Indian Financial System: An overview.

**Banking Services**: commercial development, Investment and International banking – issues, trends and challenges.

#### **UNIT-II**

**Merchant Banking**: Nature functions, scope & regulation. An overview of current merchant Banking. Micro finance – product & process innovation.

Lease financing and hire Purchase- Industry, Size and scope, evaluation of lease transaction.

**Factoring**, forfeiting, Discounting, Real estate financing, consumer credit and plastic money– concept, working and Uses.

## **UNIT-III**

**Mutual fund**: concept, issues and challenges, computation of NAV Role of AMFI. **Reference Books:** 

- Shekar & Shekar, Banking Theory and Practice, Vikas Publishing House, New Delhi.
- Vij & Dhavan, Merchant Banking & Financial services, McGraw Hill, New Delhi.
- Machiraju, Indian Financial System, Vikas Publishing House, New Delhi.
- Shanmugam, Financial Services, Wiley India, Delhi.
- Agrawal, O.P., Management of Financial services, Himalaya Publishing House. Mumbai.
- Tripathy, Naline Prava, Financial Services, PHI Learning, New Delhi.
- Beatriz and Jonathan, The Economics of Microfinance, Prentice Hall of India, New Delhi.
- Clifford Gomez, Banking and Finance, Theory and Practice, PHI, New Delhi.
- Bank Financial Management-Indian Institute of Banking and Finance, Macmillan Publishers, Delhi.
- Padmalatha & Justin Paul, Management of Banking and financial services, Pearson Publication, Noida.
- Pathak, Indian Financial System, Pearson Education, New Delhi.
- Machiraju H. R, Merchant Banking: Principles and Practice, New Age International, New Delhi.
- Khan M. Y, Indian Financial System, Tata McGraw Hill, New Delhi.

Note:- Latest edition of the book to be referred.

## **COMM – 405 Dissertation**

Min. Marks: 40

#### Max. Marks: 100 Credit: 6

## Note:

- 1. Research proposal to be directed by the Research committee.
- 2. Dissertation will be completed in the Guidance of supervisor on particular topic of research.
- 3. Supervisor will be allotted to the students by the Head of The Department. Topic of Research will be allotted by the Departmental Research Committee(DRC).
- 4. Three copies of Dissertation should be prepared in hard bound and cover should be lemon yellow in standard format as explained by the supervisor.
- 5. Viva-Voce exam will be conducted by the External Examiner and the supervisor, who will be appointed by the College.

COMM- 405 (B) -Human Resource Accounting And AuditingMax. Marks: 100Min. Marks: 40Credit: 6Duration: 3 hrsLearning Outcomes:Learning Outcomes:

On successful completion of the course the students will be able to:-

- 1. Interpret the concept of human resource accounting.
- 2. Understand the concept of human resource valuation methods and their computation.
- 3. Acquire the necessary skills to conduct human resource audit

## Note : Please make a 60:40 distribution in practical : theory

#### Unit-I

Human Resource Accounting: An Overview, Human Resource Accounting – Meaning, Need and Objectives of HR Accounting, Historical Development of Human Resource Accounting, Cost of Human Resource – Acquisition Cost, Training and Development Cost and Additional Cost, Benefits and Limitations of Human Resource Accounting, Reporting of Human Resource Accounting at National Levels, Disclosures at International Level.

#### Unit-II

Methods and Human Resource Accounting Practices in India,Methods of Human Resource Accounting: (1) Cost of Production Approach – Concept (i) Historical Cost Model – Meaning, Advantages and Limitations (ii) Replacement Cost Model – Meaning, Advantages and Limitations (iii) Opportunity Cost – Meaning, Advantages and Limitations (2) Capitalised Earnings Approach – Concept (i) Economic Value Model – Meaning, Advantages and Limitations (ii) Capitalisation of Salary – Meaning, Advantages and Limitations, Statutory Provisions, Governing HR Accounts, Human Resource Accounting Practices in India.

#### Unit-III

Human Resource Audit: An Overview Human Resource Audit – Meaning, Features, Objectives of HR Audit, Benefits and Limitations of HR Audit, Need and Significance of HR Audit, Process of HR Audit, Approaches of HR Audit, Principles of Effective HR Auditing, Role of HR Auditor, Methods of Conducting HR Audit – Interview, Workshop, Observation, Questionnaire, Components of HR, Audit HR Audit and Workforce Issues: Workforce Communication and Employee Relations, Performance Management, Compensation System, Teambuilding System.

HR Audit for Legal Compliance and Safe Business Practices, Areas Covered by HR Audit – Preemployment Requirements, Hiring Process, New-hire Orientation Process, Workplace Policies and Practices, HR Audit as Intervention – Introduction, Effectiveness of Human Resource Development Audit as an Intervention.

#### **Reference Books:**

- Dr. Trupti Shivram Shelke. Vaibhav Galadagekar, Human Resource Accounting and Auditing, Himalaya Publishing House.
- Dr. Preeti Jain, Harbaksh Moolchandani, Human Resource Accounting, YKING
- Nand kumars Rathi, Krishna Priya Rolla, A Handbook of Contemporary Auditing, Sahitya Nagar.