

## RBI Grade B Syllabus for Phase II Examination

### SYLLABI (Phase-II)

#### Paper-I - Economic and Social Issues (ESI):

- Growth and Development – Measurement of growth: National Income and per capita income – Poverty Alleviation and Employment Generation in India – Sustainable Development and Environmental issues.
- Indian Economy – Economic History of India - Changes in Industrial and Labour Policy, Monetary and Fiscal Policy since reforms of 1991 – Priorities and recommendations of Economic Survey and Union Budget – Indian Money and Financial Markets: Linkages with the economy – Role of Indian banks and Reserve Bank in the development process - Public Finance - Political Economy - Industrial Developments in India- Indian Agriculture - Services sector in India.
- Globalization – Opening up of the Indian Economy – Balance of Payments, Export-Import Policy – International Economic Institutions – IMF and World Bank – WTO – Regional Economic Co-operation; International Economic Issues
- Social Structure in India – Multiculturalism – Demographic Trends – Urbanisation and Migration – Gender Issues – Social Justice: Positive Discrimination in favour of the under privileged – Social Movements – Indian Political System – Human Development – Social Sectors in India, Health and Education.

#### Suggested reference material:

- Books: Indian Economy: 1. Uma Kapila (series of books) 2. Indian Economy: Mishra & Puri (Latest Edition) 3. Growth and Development: Devraj Ray 4. Sociology: C.N. Shankar Rao 5. Public Finance - K K Andley and Sundaram
- Newspapers including Mint, Business Line, etc.
- Magazines/Periodicals/ Bulletins including RBI Bulletins, EPW, India Today, etc.
- Reports: 1. World Development Report 2. Economic Survey of India 3. RBI Annual Report 4. Report on Trend and Progress of Banking in India. 5. IMF: World Economic Outlook
- Material sourced from RBI website

#### Paper-II -English (Writing Skills):

The paper on English shall be framed in a manner to assess the writing skills including expression and understanding of the topic.

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### Paper-III - Finance and Management:

#### a) Financial System

1. Regulators of Banks and Financial Institutions
2. Reserve Bank of India- functions and conduct of monetary policy
3. Banking System in India – Structure and concerns, Financial Institutions – SIDBI, EXIM Bank, NABARD, NHB, etc. Changing landscape of banking sector.
4. Impact of the Global Financial Crisis of 2007-08 and the Indian response

#### b) Financial Markets

Primary and Secondary Markets (Forex, Money, Bond, Equity, etc.), functions, instruments, recent developments.

#### c) General Topics

1. Risk Management in Banking Sector
2. Basics of Derivatives
3. Global financial markets and International Banking – broad trends and latest developments.
4. Financial Inclusion
5. Alternate source of finance, private and social cost-benefit, Public-Private Partnership
6. Corporate Governance in Banking Sector, role of e-governance in addressing issues of corruption and inefficiency in the government sector.
7. The Union Budget – Concepts, approach and broad trends
8. Inflation: Definition, trends, estimates, consequences, and remedies (control): WPI, CPI - components and trends; striking a balance between inflation and growth through monetary and fiscal policies.
9. FinTech

#### Suggested reference material:

##### Finance

- Monetary Theory and Public Policy – Kenneth Kurihara
- Indian Economy – Mishra & Puri
- Economic Growth and Development – Mayer and Baldwin
- Financial Management – Prasanna Chandra
- Major financial newspapers
- International business by Hill and Jain
- RBI Annual Report, Report on Trend and Progress of Banking in India, etc.
- Economic Survey
- Material sourced from RBI website

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#### d) Management:

- Fundamentals of Management & Organizational Behaviour: Introduction to management; Evolution of management thought: Scientific, Administrative, Human Relations and Systems approach to management; Management functions and Managerial roles; Nudge theory

Meaning & concept of organizational behaviour; Personality: meaning, factors affecting personality, Big five model of personality; concept of reinforcement; Perception: concept, perceptual errors. Motivation: Concept, importance, Content theories (Maslow's need theory, Alderfer's ERG theory, McClelland's theory of needs, Herzberg's two factor theory) & Process theories (Adams equity theory, Vrooms expectancy theory).

Leadership: Concept, Theories (Trait, Behavioural, Contingency, Charismatic, Transactional and Transformational Leadership; Emotional Intelligence: Concept, Importance, Dimensions. Analysis of Interpersonal Relationship: Transactional Analysis, Johari Window; Conflict: Concept, Sources,

Types, Management of Conflict; Organizational Change: Concept, Kurt Lewin Theory of Change; Organizational Development (OD): Organisational Change, Strategies for Change, Theories of Planned Change (Lewin's change model, Action research model, Positive model).

- Ethics at the Workplace and Corporate Governance:

Meaning of ethics, why ethical problems occur in business. Theories of ethics: Utilitarianism: weighing social cost and benefits, Rights and duties, Justice and fairness, ethics of care, integrating utility, rights, justice and caring. An alternative to moral principles: virtue ethics, teleological theories, egoism theory, relativism theory, Moral issues in business: Ethics in Compliance, Finance, Human Resources, Marketing, etc. Ethical Principles in Business: introduction, Organization Structure and Ethics, Role of Board of Directors, Best Practices in Ethics Programme, Code of Ethics, Code of Conduct, etc.

Corporate Governance: Factors affecting Corporate Governance; Mechanisms of Corporate Governance

Communication: Steps in the Communication Process; Communication Channels; Oral versus Written Communication; Verbal versus non-verbal Communication; upward, downward and lateral communication; Barriers to Communication, Role of Information Technology.

#### Suggested reference material:

##### Management

- Stephen P. Robbins & Mary Coulter, Management.
- Robbins Stephen P and Judge T.A. Vohra, Organisational Behaviour
- Dessler Gary, Warkkey Biju- Human Resource Management
- Decenzo and Robbins- Fundamentals of Human Resource Management
- Velasquez Manuel G: Business Ethics- Concepts and Cases.
- Fernando A.C.: Business Ethics – An Indian Perspective.
- Crane Andrew & Matten Dirk: Business Ethics
- Ghosh B N: Business Ethics & Corporate Governance

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