

B.COM. HONOURS

5th Semester

BCH 507: STRATEGIC FINANCIAL MANAGEMENT

OBJECTIVE: This Course aims at enabling the students to understand various financial management concepts and to apply financial management theories and techniques for strategic decision making and informed analysis. It aims at enabling students to manage basic corporate finance transactions besides investing more profitably and operate more efficiently.

.UNIT-I

Introduction to Strategic Financial Management. Interface of Financial Policy and Strategic Management. Significant references for Strategic Financial Management. Strategic Business Unit. Financing Choices and Decisions: Differences in Financing of Venture Firm, Mature Companies and Firms in High Growth Stage, Deal Structuring and Pricing, IPOs and their Under-pricing. Asset -stripping. Investment Appraisal Techniques, Capital Rationing, Impact of Inflation on Capital Budgeting Decisions.

UNIT-II

Financial aspects of Corporate Restructuring. Monitoring the Restructuring Process. Leveraged Buyouts (LBOs), Management Buyouts (MBOs), Spin Offs and Asset Divestitures Financial Engineering. Financial Innovation: Relevance, Drivers and Implications. Ethical Aspects of Strategic Financial Management. Financial Aspects of Supply Chain Management and Distribution Chain Management. Innovative Approach to Internal Cost-Profit Analysis. Valuation of a Business Enterprise.

Suggested Readings:

1. Allen, D: An Introduction to Strategic Financial Management, CIMA/Kogan Page, London.
2. Brealey, Richard A. and Myers, Stewart C, Principles of Corporate Finance, Tata McGraw Hill.
3. Chandra, Prasanna: Financial Management, Tata McGraw Hill, Delhi.
4. Damodaran, Aswath, Valuation, John Wiley & Sons.
5. Foster, George, Financial Statement Analysis, Pearson Education Hampton, Jone, Financial Decision Making, PHI, New Delhi.
6. Grinblatt, Mark and Titman, Sheridan, Financial Markets and Corporate Strategy, Tata McGraw Hill.
7. Jakhotiya, Dr. Girish: Strategic Financial Management, Vikas Publishing House Limited.
8. Kaplan, Robert S., and Cooper, Robin: Cost & effect: Using integrated cost systems to drive profitability and performance, Harvard Business Press.

BCH 508: Money and Banking

Objectives: This course exposes students to the theory and functioning of the monetary and banking sectors of the economy.

Unit –I

Money- Concept, Functions, Measures;
Fisher's Transactions Approach to the Quantity Theory of Money; Cambridge Cash- Balances Approach;
Keynes Demand Theory of Money; Friedman's Theory of Demand for Money;
Theory of Money Supply- H- Theory of Money;
Inflation- Concept, Types, Demand-Pull inflation, Cost-Push Inflation, Philips Curve, Structural Inflation in the Less Developed Countries;

Unit-II

Bank- Meaning, Functions, Liabilities and Assets;
Commercial banks; Co-operative banks; Development banks; Non-Bank Financial Intermediaries (NBFIs); Unregulated Credit Markets;
Reserve Bank of India- Goals, Current Monetary Policy;
Banking Sector Reforms in India

Suggested Readings:

1. Suraj B. Gupta, Monetary Economics: Institutions, Theory and Policy, S. Chand & Company Ltd.
2. R.R. Paul, Money Banking and International Trade, Kalyani Publishers.
3. Michael R. Baye and Dennis W. Jansen, Money, Banking, and Financial Markets: An Economics Approach, Houghton Mifflin Company, U.S.A.
4. F.S. Mishkin, The Economics of Money Banking and Financial Markets Business School Edition, Pearson India.
5. L. M. Bhole and J. Mahukud, Financial Institutions and Markets, Tata McGraw Hill,
6. L. M. Bhole, Collected Papers on Money, Interest and Monetary Policy, Amani International Publishers.
7. Economic Survey, Ministry of Finance, Government of India, Latest edition
8. www.rbi.org.in

BCH 509: COMPENSATION MANAGEMENT

Objective: To enable the students to design and administer a compensation system that rewards employees fairly while satisfying customer demands and permitting the organization to operate profitably.

Unit I

Compensation Management - Concept, Principles and Practices; Theories of Compensation; Compensation in a Knowledge Based World. Foundations of Compensation - Performance Evaluation, Job Evaluation - Job Grading and Job Design; Executive Compensation. Compensation and Organizational Strategy- Monetary and Non-Monetary Rewards; Fringe Benefits, Developing Strategic Compensation Alternatives; Challenges of Compensation Design and Compensation Policies in India.

Unit II

Components of Compensation -Basic Pay, D.A., Incentives Plans, Profit Sharing Schemes, Provident fund, Gratuity and Pension. Payroll Accounting -Tax planning, Tax Efficient Compensation Package. International Compensation Management - Components and Approaches .Compensation Laws- Payment of Wages Act, Payment of Gratuity Act, Employees State Insurance Act, and Workmen's Compensation Act.

Suggested Readings:

1. Venkataratnam, C.S., and B. K. Srivastava, -Personnel Management and Human Resources, Tata McGraw Hill.
2. Thomas, J. Bergman, V.G. Scarpello and F.S. Hills. -Compensation Decision Making, Dryden Press.
3. Dunn, J.D. and F. M. Rachal, -Wage and Salary Administration: Total Compensation System, McGraw Hill, New York.
4. Armstrong, M. and Hellen Murlis, -Reward Management-A handbook of Remuneration Strategy.
5. Henderson, Richard I., -Compensation Management in a Knowledge Based world, Pearson Education.
6. Bhattacharya, Mousumi S. and Sengupta, Nilanjai, -Compensation Management, Excel Books.

BCH 510: Electronic Banking and Risk Management

Objective: To provide an understanding and an appreciation of Electronic Banking and of Risk Management in order to enable the optimum strategy for the handling of risk in banks.

Unit-I

Electronic Banking ó Core Banking ó Electronic Products, On line Banking ó Facilities provided and Security Issues, Cheque Truncation, Microfiche, Phone and Mobile Banking Electronic Funds Transfer Systems ó Plain Messages (Telex or Data Communication) ó Structured Messages (SWIFT, etc...) ó RTGS, NEFT, Information Technology ó Current Trends ó Bank Net, RBI Net, Data Net, Nicnet, Iónet, Eó mail, etc.ó Role and Uses of Technology Up-gradation ó Global Developments in Banking Technology Impact of Technology on Banks ó Effect on Customers and Service Quality ó Computer Audit ó Information System Audit.

Unit-II

Risk Management: Types of Risks in BANKS, Risk Management Framework in Banks: Enterprise ó wide Risk Management in Banks; Elements of Risk Management Framework; Systematic Risk Management in Banks; Different Measures of Measuring Risks; Risk Management ó Process and Techniques for Assessment and Management. Assetó liability Management in Banks, Role of RBI. Information System Security and Disaster Management.

Suggested Readings:

1. Marrison, Christopher Ian, öThe fundamentals of risk measurementö, New York: McGraw Hill.
2. Marshall, Christopher Lee, öMeasuring and Managing Operational Risks in Financial Institutions: Tools, Techniques, and Other Resourcesö, Singapore, New York: John Wiley.
3. MacDonald and Koch, öManagement of Bankingö, Thomson, London.
4. Bidani, S.N., öBanking Risksö, Vision Books. 5. Joshi, V.C. and Joshi, V.V., öManaging Indian Banksö, Sage Publications.88