

**MAULANA AZAD NATIONAL INSTITUTE OF TECHNOLOGY  
BHOPAL - 462003**

<b>Name of Program</b>	<b>B. TECH</b>	<b>Semester IV</b>	<b>Year II</b>
<b>Name of Course</b>	Fundamentals of Entrepreneurship		
<b>Course Code</b>	HUM-251		
<b>Core / Elective / Other</b>	CORE		

**Prerequisite:**

- 1 Fundamental Understanding of Personnel Administration is an integral part for Engineers before entry into organization and to setup any startup business.
- 2 Organizational theories and Motivation for Entrepreneurship enthusiastic for systematic approach to handle the materialistic and non-materialistic motivation.
- 3 Business Plan and fundamentals of Entrepreneur Development for engineering graduates to survive in this competitive world.
- 4 A hybrid approach for technocrats to handle the multifunctional technicalities in case of industrial laws and New social security and pension rules.

**Course Outcomes:**

On successful completion of the course, student be able to:

1. Apply administrative skills for Engineers to handle the all the matters related to personnel and their dimensions.
2. Apply the industrial Laws and application of administrative principles for smooth functioning of Industry and a fresh idea to setup new business.
3. Create business ideas to become successful entrepreneurs to setup new operational business units to address the need of society.

**Description of Contents in brief:**

- 1 Meaning, nature and scope of Personnel Administration in India, functions and significance of Personnel Administration, Recruitment, Training, Promotion and Disciplinary Action, Classification of Services, Generalists and Specialists, Development of Public Services in India, Bureaucracy and Modern Democratic System, Performance Appraisal
- 2 Organizational Development Theories, Fredric Winslow Taylor, Marry Parker Follett, Elton Mayo, Max Weber, Henry Fayol, Power, Accountability, Responsibility, Control, Transparency and Conflict Resolutions.
- 3 Meaning and importance of Entrepreneurship, Evolution of Entrepreneurship, Factors influencing Entrepreneurship: Social factors, psychological factors, economical factors and environmental factors. Characteristics of an Entrepreneur, Types of Entrepreneur: type of business, use of technology, motivation. New Generation of entrepreneurship: social entrepreneurship, tourism entrepreneurship, women entrepreneurship. Barriers to Entrepreneurship.
- 4 Entrepreneurial motivation: Relevance of Motivation, Maslow's Theory, Herzberg's Theory, Douglas McGregor, Ethics, Corruption and Anti-Corruption Machinery in country
- 5 Factory Act 1948, Provident Fund Act 1952, Compensation Act 1919, Special Economic Zone (SEZ), National Small Industries, Quality Standard with Special reference to (ISO), Small Industries Development Bank of India (ISDBI), New Pension Scheme 2004 Act.

**List of Text Books:**

1. D. Ravindra Prasad, V.S. Prasad, P. Satyanarayana, Y. Pardhasaradhi. Administrative Thinkers. Sterling Publishers Private Limited Second Revised Enlarged Edition, New Delhi. 2010.