



ANNAMACHARYA INSTITUTE OF TECHNOLOGY & SCIENCES

(Approved by A.I.C.T.E, New Delhi & Affiliated to JNTU Anantapur, Anantapuramu)
(Institute Accredited by NAAC, Bangalore) (Institute Accredited by IE(I), Kolkata)

14th MEETING OF BOARD OF STUDIES

(Through Virtual Mode)

Date: May16, 2022

14th BOARD OF STUDIES MEETING MINUTES

MINUTES OF THE 14th BOARD OF STUDIES MEETING OF DEPARTMENT OF BUSINESS ADMINISTRATION, HELD ON MAY 16, 2022 AT 2.00 PM THROUGH VIRTUAL MODE.

Members of Board of Studies:

S.NO	Name of the Member	Designation and Address	Present/Absent
Chairman			
1	Dr.P.Subramanyam	Assistant Professor, AITS Rajampet.	Present
External Members:			
2	Prof. S. Venkata Ramanaiah (university nominee)	IIM, Lucknow	Present
3	Prof. K Ravi Sankar (Academic Expert)	IGNOU, Director, School of Management	Present
4	Dr. Irala Lokannadha Reddy (Academic Expert)	Associate Professor, School of Management, University of Hyderabad	Present
5	Dr P Mohan Kumar (Academic Expert)	Assistant professor, Reva University	Present
6	Dr. Mahesh Pavan (Industry Expert)	Project Manager, IBM	Present
7	Mr. C. Jagadeesh (Alumini)	Senior Financial Analyst, VXL Services Ltd	Present
Internal Members:			
6	SMD Azash	Assistant Professor, AITS, Rajampet,(HR)	Present
7	K Subbareddy	Assistant Professor, AITS, Rajampet, (Finance)	Present



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8	Dr T Navaneetha	Assistant Professor, AITS, Rajampet, (Marketing)	Present
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AGENDA

Item No.	Subject
14.01	The title Financial Accounting for Managers has to be changed to Accounting for Managers.
14.02	In Operations Management, in Unit-IV, Inventory Techniques are repeated in Financial Management. It is to be altered.
14.03	In Management Information systems advanced topics are to be added.
14.04	In the subject Cost and Management Accounting – Unit 1 should be placed in Unit-2 and vice versa.
14.05	Unit-5 of Cost and Management Accounting should be modified as the Syllabus is vast
14.06	The elective subject Wage and Compensation Management has to be replaced with a new subject Industrial relations and Labor Laws
14.07	In Security and Portfolio Analysis 3 rd and 5 th unit Syllabus is common. Advanced topics can be added in 5 th Unit
14.8	Employee Performance Management subject can be removed and most advanced subject HR Metrics and Analytics can be added
14.9	Refinement of GST and Customs Law syllabus need to be done.
14.10	Financial Markets and Services subject need to be replaced with financial analytics subject and few important topics of FMS can be added to corporate finance
	Any other item(s) with the approval of the Chair.



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RESOLUTIONS

The Board of Studies Meeting for department of business administration was held on 16.05.2022 (Monday) at 2.00 am.

The welcome address was delivered by the Chairman of Board of Studies Dr.P.Subramanyam and the members of the Board were introduced. The members were given a comprehensive report on the academic programs of the department and all the academic activities carried out by the department as specified in the academic calendar of the college. The resolutions of BOS meeting held on 16th May 2022 were reviewed. The need for the revision of curriculum and syllabi for some of the papers are emphasizes and was discussed.

The requirement for an introduction of new concepts and changes in syllabi are stressed relating to entrepreneurship development, data science, business analytics and machine learning etc. After a brief assessment, the agenda items listed were taken up for discussion and the following resolutions were passed. The minutes of BOS meeting were approved by the members.

The members made the following points (Resolutions).

RESOLUTIONS;

Item No: 14.1 BOS-MBA It is resolved to recommend that change the title of Financial Accounting for Managers into Accounting for Managers. Annexure -1

Item No: 14.2 BOS-MBA It is resolved to approve that the syllabi of inventory techniques are remove from financial management and inclusion into operation management due to repetition of above concept in both papers. Annexure -2

Item No: 14.3 BOS-MBA The members after thorough discussion resolved that introduction of new concept such as data science, business analytics, artificial intelligence (AI) and machine learning in Management Information System (MIS) subject. Annexure -3

Item No: 14.4 BOS-MBA It is resolved to approve that reduction in syllabi in Unit 5 of cost and management subject to due vast topic in that unit. Annexure -4



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Item No: 14.5 BOS-MBA It is resolved to authorize that introduction of Industrial Relation and Labour Laws subject in place of wage and compensation management subject. **Annexure -5**

Item No: 14.6 BOS-MBA It is resolved to recommend that introduction of advance topics in security and portfolio management and insertion of new syllabi in Unit V. **Annexure -6**

Item No: 14.7 BOS-MBA It is resolved to authorize that introduction of HR Metric and analytics subject in place of employee performance management subject. **Annexure -7**

Item No: 14.8 BOS-MBA It is resolved to recommend that the syllabi of GST and Custom law has to be refine. **Annexure -8**

Item No: 14.9 BOS-MBA

Refinement of GST and Customs Law syllabus need to be done.

Item No: 14.10 BOS-MBA

Financial Markets and Services subject need to be replaced with financial analytics subject and few important topics of FMS can be added to corporate finance

Members of Board of Studies:

S.NO	Name of the Member	Designation and Address	Signature
Chairman			
1	Dr.P.Subramanyam	Assistant Professor, AITS Rajampet.	
External Members:			
2	Prof. S. Venkata Ramanaiah (university nominee)	IIM, Lucknow	
3	Prof. K Ravi Sankar (Academic Expert)	IGNOU, Director, School of Management	
4	Dr. Irala Lokannadha Reddy (Academic Expert)	Associate Professor, School of Management, University of Hyderabad	
5	Dr P Mohan Kumar (Academic Expert)	Assistant professor, Reva University	
6	Dr. Mahesh Pavan . M)	Project Manager, IBM	



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	(Industry Expert)		
7	Mr. C. Jagadeesh (Alumini)	Senior Financial Analyst, VXL Services Ltd	
Internal Members:			
6	SMD Azash	Assistant Professor, AITS, Rajampet,(HR)	
7	K Subbareddy	Assistant Professor, AITS, Rajampet, (Finance)	
8	Dr T Navaneetha	Assistant Professor, AITS, Rajampet, (Marketing)	

Chairman of BOS

Dr P Subramanyam,

Head of the Department

Department of Business Administration

Master of Business Administration

Annamacharya Institute of Technology and Sciences

New Boyanapalli, RAJAMPET - 516 120.

Annamayya Dist. A.P.



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Annexure 1

BOS-MBA It is resolved to recommend that change the title of **Financial Accounting for Managers into Accounting for Managers.**

Subject title changed	Change the title of Financial Accounting for Managers instead of Accounting for Managers.
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Annexure 2

It is resolved to approve that the syllabi of inventory techniques are remove from **financial management and inclusion into operation management** due to repetition of above concept in both papers.

Subjects Concepts	Financial management	Operation management
ADDITION/ REMOVED	THE Inventory Control Techniques: ABC, VED analysis – EOQ using Quantity discount, .Removed instead of addition cash management concept	The Inventory Control Techniques: ABC, VED analysis – EOQ using Quantity discount, POQ are added 4 th unit.

Annexure 3

The members after thorough discussion **resolved that** introduction of new concept such as data science, business analytics, artificial intelligence (AI) and machine learning in **Management Information System (MIS)** subject.

Addition new concepts	<ul style="list-style-type: none"> ➤ data science, ➤ business analytics, ➤ Artificial intelligence (AI) and machine learning in Management Information System (MIS) subject.
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Annexure 4

It is resolved to approve that reduction in syllabi in Unit 5 of **cost and management accounting** subject to due vast topic in that unit.

Removed concepts	<ul style="list-style-type: none"> ➤ Material Variances ➤ Labour Variances ➤ Overhead (Fixed and Variable) Variances.
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Annexure 5

It is resolved to authorize that introduction of **Industrial Relation and Labour Laws** subject in place of **wage and compensation management** subject introduced and syllabus finalised by BOS Members.

Unit 1	INTRODUCTION Concept of Wage – Principles and Techniques of Wage Fixation – Basic, Dearness and Other Allowances – Job Evaluation – Methods of Wage Payment – Wage Management – Nominal and Real Wages – Factors Affecting Them – Wages, Incentives, D.A. And Other Allowances – Consumer Prices Index – Wage Differentials.
Unit 2	THEORIES OF WAGE Economic Theories; Subsistence Theory, Surplus Value Theory, Wages-Fund Theory, Marginal Productivity Theory, Bargaining Theory, Demand and Supply Theory, Purchasing Power Theory – Behavioral Theories of Motivation; Equity Theory, Expectancy Theory – Wage & Salary Administration – Wage Boards and Pay Commission – Wage Incentive.
Unit3	WAGE POLICY AND REGULATIONS 10 Statutory wage fixation – Minimum Wages Act, 1948 (All provision) – Payment of Wages Act, 1936 (All Provisions) – The Payment of Bonus Act, 1965 (All provisions) – Equal Remuneration Act, 1976.
Unit4	COMPENSATION MANAGEMENT Conceptual and Theoretical Understanding of Economic Theory Related to Compensation Management – Employees Satisfaction and Motivation Issues in Compensation Design – Determination of Inter and Intra Industry Compensation Differentials – Individual and Group Incentives
Unit5	ISSUES RELATED TO COMPENSATION 1 Concept of Dearness Allowance – The Role of Fringe Benefits in Reward Systems – Retirement Plans Including VRS/Golden Handshake Schemes – The Executive Compensation – Workmen’s Compensation Act, 1923.

Annexure 6

It is resolved to recommend that introduction of advance topics in **securities and portfolio management** and insertion of new syllabi in Unit V.

Addition concepts	PORTFOLIO MANAGEMENT <ul style="list-style-type: none">➤ Exchange Traded Funds➤ Investment in Foreign Countries➤ Impact of Global Diversification.
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Annexure 7

It is resolved to authorize that introduction of **HR Metric and analytics** subject in place of **employee performance management** subject introduced in MBA iii semester. on meeting approval given by bos experts.



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UNIT 1	PERFORMANCE MANAGEMENT Concept – Performance Management vs Performance appraisal – Performance Management vs Human Resource Management – Purpose – Significance – Benefits to Organization, Benefits to Managers, Benefits to Employees – Characteristics of Performance Management – Process – Introducing PMS in an Organization.
UNIT 2	MONITORING PERFORMANCE Monitoring Performance – Performance Reviews: Objectives, Frequency of Review, Conducting Review Meetings, Problems in Conducting Meetings, Guidelines for Conducting Meetings.
UNIT3	COACHING AND COUNSELING Coaching for Performance Improvement – Concept – Tips for Effective Coaching Counseling – Functions of Counseling – Steps in Counseling Process.
Unit4	ANNUAL STOCK TAKING Stock Taking of Performance – Uses – Appraisal System Design: Process and Approaches – Appraisal Methods – MBO and Assessment Centre – 360-Degree Appraisal – Balanced Scorecard.
Unit 5	REWARD AND COMPENSATION MANAGEMENT 14 Concept and Types of Compensation – Objectives – Competitive Compensation Design – Internal Factors – External Factors – Equity in Compensation Systems – Fringe Benefits – Objectives – Factors Influencing Fringe Benefits – Types of Fringe Benefits – Retirement Benefits, Statutory and Tax Aspects.

Annexure 8

It is resolved to recommend that the syllabi of GST and Custom law has to be refine.

Addition concepts	<ul style="list-style-type: none"> ➤ TDS ➤ Reversal and Reclaim of Input Tax Credit ➤ Annual Return and Final Return ➤ Problems on Assessment of Tax and Tax Liability
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ACTION TAKEN REPORT

Date:16-05-2022

The meeting held on 16-05-2022, the following actions were taken by BOS.

Agenda:

S. NO.	Decision about	Action Taken
1	Removal of inventory techniques in Financial management and add to operations management.	The suggestion is forwarded to board of studies committee (BOS). BOS has recommended removing inventory techniques in financial management and add to operations management subject.
2	Change of syllabus contents in cost and management accounting.	The suggestion is forwarded board of studies committee (BOS). BOS has recommended changing the contents in unit I & II of cost and management accounting.
3	Replacement of wage and compensation management with industrial relations and labour laws.	The suggestion is forwarded board of studies committee (BOS). BOS has recommended replacing wage and compensation management with industrial relations and labouring laws.
4	Modification of employee performance management with HR metrics and analytics.	The suggestion is forwarded board of studies committee (BOS). BOS has recommended to Modify Employee performance management with HR metrics and analytics.



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5	Need updation of financial markets and services subject.	The suggestion is forwarded board of studies committee (BOS). BOS has recommended to incorporate financial analytics related concepts in financial markets and services.
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The above report is to be presented in the BOS meeting for its approval and feedback.

HEAD OF THE DEPARTMENT
Head of the Department
Master of Business Administration
Annamacharya Institute of Technology and Sciences
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Annamayya Dist. A.P.



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BASIC STRUCTURE FOR MASTER OF BUSINESS ADMINISTRATION (R19 Regulations)

Semester I (First year)

Sl. No.	Category	Course Code	Course Title	Hours per week			Credits
				L	T	P	C
1	PCC	9P1A11	Management and Organization Behaviour	4	0	0	4
2	PCC	9P1A12	Business & Legal Environment	4	0	0	4
3	PCC	9P1A13	Managerial Economics	4	0	0	4
4	PCC	9P1A14	Entrepreneurship Development	4	0	0	4
5	PCC	9P1A15	Financial Accounting for Managers	4	0	0	4
6	BSC	19CC11T	Business Statistics	4	0	0	4
7	HSC	19CC12T	Managerial Communications	4	0	0	4
Lab Courses							
8	PCC	9P1A18	Personality Development Programme- I	0	0	4	2
9	FC	9P1A19	Computer Applications Lab	0	0	4	2
Total credits							32

Category	Credits
Management Professional Courses	22
Basic Science Courses	04
Humanities Courses	04
Computer Application	2
Total Credits	32

Semester II (First year)

Sl.	Category	Course	Course Title	Hours per week	Credits
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No.		Code		L	T	P	C
1	PCC	9P1A21	Human Resource Management	4	0	0	4
2	PCC	9P1A22	Financial Management	4	0	0	4
3	PCC	9P1A23	Marketing Management	4	0	0	4
4	PCC	9P1A24	Operations Management	4	0	0	4
5	PCC	9P1A25	Management Information System	4	0	0	4
6	PCC	9P1A26	Research Methodology	4	0	0	4
7	BSC	9P1A27	Operations Research	4	0	0	4
Lab Courses							
8	PCC	9P1A28	Personality Development Programme – II	0	0	4	2
9	HSC	19CC22L	Executive Communication Lab	0	0	4	2
Total credits							32

Category	Credits
Management Professional Courses	26
Basic Science Courses	04
Humanities and Social Sciences	02
Total Credits	32



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BASIC STRUCTURE FOR MASTER OF BUSINESS ADMINISTRATION (R22 Regulations)

Semester III (Second year)

SNo.	Category	Course Code	Course Title	Hours per week			Credits
				L	T	P	
1	PCC	9P1A31	Logistic and Supply Chain Management	4	0	0	4
2	PCC	9P1A32	Retail Management	4	0	0	4
3	PCC	9P1A33	Cost and Management Accounting	4	1	0	4
4	PEC-I	9P1A34A	Knowledge Management	4	0	0	4
		9P1A34B	Corporate Finance				
		9P1A34C	Consumer Behaviour				
		9P1A34D	E-Business				
5	PEC-II	9P1A35A	Personnel Administration, Policy and Procedure	4	0	0	4
		9P1A35B	Financial Markets and Services				
		9P1A35C	Services Marketing				
		9P1A35D	Enterprise Resource Planning				
6	PEC-III	9P1A36A	Wage and Compensation Management	4	0	0	4
		9P1A36B	Security Analysis and Portfolio Management				
		9P1A36C	Green Marketing Management				
		9P1A36D	Customer Relationship Management				
7	PEC-IV	9P1A37A	Employee Performance Management	4	0	0	4
		9P1A37B	GST & Customs Law				
		9P1A37C	Brand Management				
		9P1A37D	Data Warehousing and Mining				
8	Seminar	9P1A38	Seminar (Success Stories of Entrepreneurs)	0	0	4	2
Total credits							30



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Category	Credits
Professional Core Courses	12
Professional Elective Courses	16
Seminar	02
Total Credits	30

Semester IV (Second year)

Sl. No.	Category	Course Code	Course Title	Hours per week			Credits
				L	T	P	
1	PCC	9P1A41	Strategic Management	4	0	0	4
2	PCC	9P1A42	Business Analytics	4	0	0	4
3	PEC-V	9P1A43A	International Human Resource Management	4	0	0	4
		9P1A43B	International Financial Management				
		9P1A43C	Digital Marketing				
		9P1A43D	Corporate Information Management				
4	PEC-VI	9P1A44A	Organization Development	4	0	0	4
		9P1A44B	Financial Derivatives				
		9P1A44C	Integrated Marketing Communications				
		9P1A44D	Data Communication and Network Analysis				
5	Project	9P1A45	Comprehensive Project Work	0	0	0	6
Total credits							22

Category	Credits
Professional Core Courses	08
Professional Elective Courses	08
Project	06
Total Credits	22



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