



ST. XAVIER'S COLLEGE – MUMBAI
(Est. 1869)

**(An Autonomous College affiliated with the University of
Mumbai)**

**Syllabus for Undergraduate Programme as
per National Education Policy (NEP-2020)**

Programme: BMS

Academic Year 2023–2024

PRINCIPAL
ST. XAVIER'S COLLEGE
AUTONOMOUS
MUMBAI - 400 001.



APPROVED SYLLABUS

Preamble:

The foundational principles of the National Education Policy 2020 (NEP 2020) released by MHRD are:

- Multidisciplinary and holistic education (student-centred), encompassing courses from multiple disciplines across the sciences, social sciences, arts, humanities, and commerce for a multidisciplinary world, with emphasis on outcome-based learning.
- 50-50 formulation, where 50% of the credits must be from the core discipline and the rest 50% from other disciplines. Also, 50% of the course must be conceptual and theory based and the rest 50% must be the application of the concepts into practice through student engagement in activities/apprenticeship and internship. Pedagogic methods must be problem-centred/ based and project-based learning and activities.
- Integration of technology into teaching-learning-evaluation resources, blended teaching-learning (face-to-face, online collaborative learning, hands-on and practicum and flipped learning), strengthening research pedagogy of the discipline.
- Integrating skilling and employability with curriculum and teaching-learning across disciplinary, inter-disciplinary, and multi-disciplinary studies.
- Multiple entry and exit options for students within an academic programme of study with credit transfer and accumulation of credits in the Academic Bank of Credits (ABC).
- Equality is the Goal, and Equity is a process to achieve equality and inclusion to promote students' sense of belonging.

The framework of the choice-based credit system

Major Subject: A single subject course of study pursued by a student as a mandatory requirement of the programme of study. Indian knowledge system (IKS) to be included in the core courses.

Elective Course: An elective course could be a project designed to acquire skills to supplement the major study.

Minor Subject: A second subject of study pursued by a student as an additional requirement of the programme of study.

OE: Open Elective - An elective course chosen generally from an unrelated discipline/subject, to seek multidisciplinary exposure.

AEC: Ability Enhancement Course - Mandatory Courses on content related to Language, and Literature
(i) Compulsory – English communication (ii) Elective – any Indian language other than English.

IKS: Indian Knowledge System (Generic) – Mandatory course - an overview of the contribution of India towards multidisciplinary research and development.

VSC: Vocational Skill Course – Courses aimed at imparting practical skills, hands-on training, and soft skills to increase the employability of students. Specific or supporting the major subject is to be chosen from a basket/pool offered by the college.

SEC: Skill Enhancement Course – Courses aimed at imparting practical skills, hands-on training, and soft skills to increase students' employability. It could be chosen from a basket/pool offered by the college or a MOOC on Swayam or NPTEL platforms.

On-Job Training (OJT)/Internship/Field Project (FP)/Community Engagement Programme (CEP) Research Project (RP): Application of knowledge/concepts in solving or analyzing a real life problem. All these are related to the major subject.

© St. Xavier's College (Autonomous), Mumbai, INDIA

APPROVED SYLLABUS



CC: Co-curricular Course – For the holistic development of students through Cultural activities such as performing art, visual art, NCC, NSS, Yoga, etc.

VEC: Value Education Course – Compulsory courses on (i) The Constitution of India and (ii) Environmental Education.

FYUGP Credit Structure with number of courses 2023-24													
Level	Sem	Sub-1/Major	Elective	Sub-2/Minor	OE	VSC	SEC	IKS generic	AEC	VEC	OJT, FP, RP, CEP, CC	Total	Degree/Cum Cr
4.5 100-199 (2023-24) First Year	Sem 1	1	0	1	2	1	1	1	1	1	0	9	44 credits UG certificate
	Sem 2	1	0	1	2	1	1	0	1	1	CC 1	9	
Introductory Courses		2	0	2	4	2	2	1	2	2	1	18	
Exit option with a UG Certificate in Major &/or Minor with an additional 4 credits NSQF course/internship OR continue with Major & Minor													
5 200-299 (2024-25) Second Year	Sem 3	2	0	1	1	1	0	0	1	0	FP CEP 1 (Sci) & CC 1	8	88 credits UG Diploma
	Sem 4	2	0	1	1	0	1	0	1	0	FP CEP 1 (Art Com) & CC 1	8	
Intermediate Courses		6	0	4	6	3	3	1	4	2	5	34	
Exit option with a UG Diploma in Major & Minor with an additional 4 credits NSQF course/internship OR continue with Major & Minor													
5.5 300-399 (2025-26) Third Year	Sem 5	3	1	1	0	1	0	0	0	0	FP 1	7	132 credits UG Degree
	Sem 6	3	1	1	0	0	0	0	0	0	OJT 1 Internship	6	
Higher Courses		12	2	6	6	4	3	1	4	2	7	47	
Exit option with a Three-Year Bachelor Degree with Major and Minor OR continue with Major & Minor (Fourth year by Papers)													
6 400-499 (2026-27) Fourth Year	Sem 7	3	1	RM1	0	0	0	0	0	0	FP 1	6	176 credits UG Honours
	Sem 8	3	1	0	0	0	0	0	0	0	OJT 1 Internship	5	
Advanced Courses		18	4	7	6	4	3	1	4	2	9	58	
Exit option with a Three-Year Bachelor Degree with Major and Minor OR continue with Major & Minor (Fourth year by Research)													
6 400-499 (2026-27) Fourth Year	Sem 7	3	1	RM1	0	0	0	0	0	0	RP 1	6	176 credits UG Honours with Research
	Sem 8	3	1	0	0	0	0	0	0	0	RP 1	5	
Advanced Courses		18	4	7	6	4	3	1	4	2	9	58	
Four-Year UG Honours with Research Degree with Major and Minor													



APPROVED SYLLABUS

FYUGP Credit Structure from 2023-24 (Self financed)										
Level	Sem	Major (Sub-1)	Elective	Minor (Sub-2)	OE	VSC	IKS Generic	OJT, FP, RP, CEP	Cum Cr/Sem	Degree/Cum Cr
						SEC	AEC, VEC	CC		
4.5 (2023-24)	Sem 1	4	0	4	4	4	6	0	22	44 UG certificate
	Sem 2	4	0	4	4	4	4	2	22	
	Cum Cr	8	0	8	8	8	10	2	44	
Major subject-specific IKS of 2 credits must be done as 2 units (could be 1 unit + 1 unit) from Sem 3 to Sem 6										
Exit option with a UG Certificate in Major with an additional 4 credits core NSQF course/internship OR continue with Major & Minor										
5 (2024-25)	Sem 3	8	0	4	2	2	2	4	22	88 UG Diploma
	Sem 4	8	0	4	2	2	2	4	22	
	Cum Cr	24	0	16	12	12	14	10	88	
Exit option with a UG Diploma in Major & Minor with an additional 4 credits core NSQF course/internship OR continue with Major & Minor										
5.5 (2025-26)	Sem 5	12	4	2	0	2	0	2	22	132 UG Degree
	Sem 6	12	4	2	0	0	0	4	22	
	Cum Cr	48	8	20	12	14	14	16	132	
Exit option with a Three-Year Bachelor Degree with Major and Minor OR continue with Major & Minor										
6 (2026-27)	Sem 7	12	4	4	0	0	0	2	22	176 UG Honours
	Sem 8	12	4	0	0	0	0	6	22	
	Cum Cr	72	16	20	12	14	14	24	176	
Exit option with a Three-Year Bachelor Degree with Major and Minor OR continue with Major & Minor										
6 (2026-27)	Sem 7	10	4	4	0	0	0	4	22	176 UG Honours with Research
	Sem 8	10	4	0	0	0	0	8	22	
	Cum Cr	68	16	20	12	14	14	28	176	
Four-Year UG Honours with Research Degree with Major and Minor										

Programme Outcomes aligned to the Vision and Mission of St. Xavier's College (Autonomous), Mumbai (Bachelor's degree programme)

The students who complete three years of an undergraduate programme will be able to manifest skills and competencies in the following areas:

- 1. Disciplinary knowledge and Core competencies/skills:**
Demonstrate (i) a lucid understanding of the fundamentals of the subject-related curriculum and (ii) basic and global skills in the academic field of study.
- 2. Critical and Creative thinking:**
(i) Critically reflect on acquired knowledge and skills in areas of core competencies (ii) Explore new possibilities and be resourceful by generating relevant and practical ideas
- 3. Problem-solving and Analytical reasoning:**
Demonstrate skills in identifying and investigating a problem. Collect relevant qualitative and quantitative data and analyze the results meaningfully.
- 4. Research-related skills:**
(i) Apply comprehensive research-based knowledge and skills required for identifying issues, interpreting results, and synthesis of valid information. (ii) Communicate results of studies undertaken in an academic field effectively and accurately.
- 5. Social Application of research and development:**
Employ core competencies and skills to develop solutions for the improvement of social and environmental conditions.
- 6. Industry-related skills:**
Employ skills that are relevant to the industry and commit to strong work ethics and professionalism.
- 7. Ethical and Moral Integrity:**
Practice values such as honesty, transparency, and accountability and commit to interpersonal and social ethics.
- 8. Empathy and Social Intelligence:**
Cultivate and demonstrate affective, interpersonal, social, and spiritual intelligence.

9. Collaboration, Teamwork, and Multidisciplinary competence:

Apply knowledge and skills as an individual, team member or leader to manage ventures in monodisciplinary and interdisciplinary settings.

10. Leadership and Management:

Demonstrate effective strategic planning, and efficient organizational and transformational leadership skills to manage a mission embarked upon.

11. Social Concern:

Demonstrate (i) empathy and care for the marginalized and disadvantaged, (ii) respect, compassion, and concern for others.

12. Social responsibility and inclusion:

(i) Strive for social justice, harmony, and solidarity (ii) Value cultural pluralism and diversity.

13. Environmental Wellbeing

Investigate and design strategies to care for and enhance the well-being of the environment.

14. Self-motivation and Lifelong learning:

Develop a passion for ongoing personal and professional growth.

APPROVED SYLLABUS



Abbreviations:

- OE: Open Electives
- AEC: Ability Enhancement Course
- VSC: Vocational Skill Course
- SEC: Skill Enhancement Course

List of Courses offered from Semesters 1-8 in Management Studies

Level	Semester	Major (Sub-1) Course title	Minor (Sub-2) Course title	OE Course title/s	VSC Course title/s	SEC
4.5 100- 199	Sem 1	Principles of Management	Fundamentals of Management	Nil	Introduction to Business Law	Intellectual Property Rights
	Sem 2	Managerial Economics	Economics for Managers	Introduction to Mutual Funds	Elements of Cost Accounting	1.Negotiation and Conflict Management 2.Intellectual Property Rights
5 200- 299	Sem 3					
	Sem 4					
5.5 300- 399	Sem 5					
	Sem 6					
6 400- 499	Sem 7					
	Sem 8					
	Total					

APPROVED SYLLABUS



Composition of the Board of Studies in Management Studies 2023– 2024

1. Mumbai University Representative

VC Nominee

Dr. Balkrishna Parab
Assistant Professor
Jamnalal Bajaj Institute of Management Studies
University of Mumbai.

2. Members from other Universities

- a. Dr. Richa Jain
Director
SVKM's Institute of International Studies
NMIMS
- b. Dr Bino Paul
Professor
School of Management and Labour Studies
Tata Institute of Social Sciences, Mumbai

3. Industry Expert

Mr. Rohan Lawrence Menezes
Vice President & Head
Product, Data Science & S/w Development
Datamatics Business Solutions

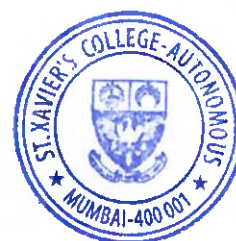
4. Meritorious Alumni of the Department

Ms. Neha Deshmukh (BMS Batch of 2010 – 2013)
Manager – Learning & Development
Aventus Capital Pvt Ltd.

5. Faculty Members of the Department

Ms. Soni George Tharakan (Head of the Department)
Dr. Neelam Shetty
Mr. Pritesh Arte
Ms. Maseera Patel

APPROVED SYLLABUS



Four-Year Undergraduate Programme in Management Studies: BMS Honours

Year of Implementation	Semester	Course Code	BOS Date	Academic Council Date
2023-2024	1	UCMGS4501MJ1 Principles of Management	18 th March, 2023	21 st April, 2023
		UCMGS4501MN1 Fundamentals of Management		
		UCMGS4501VS1 Introduction to Business Law		
		UCMGS4501SE1 Intellectual Property Rights (Offered to BMS students)		
2023-2024	2	UCMGS4502MJ1 Managerial Economics	9 th September, 2023	6 th October, 2023
		UCMGS4502MN1 Economics for Managers		
		UCMGS4502VS1 Elements of Cost Accounting		
		UCMGS4502SE1 Negotiation and Conflict Management (Offered to BMS students)		
		UCMGS4501SE1 Intellectual Property Rights (Offered to students from all Departments)		
		UCMGS4501OE1 Introduction to Mutual Funds (Offered to students of Arts and Science)		



CHOICE OF MINORS FOR STUDENTS OF MANAGEMENT STUDIES

What is 'Major' in Self Financing?

A 'major' refers to the primary area of study or the main faculty* of focus chosen by a student. The degree awarded to the student upon completion of their studies will typically be in that major faculty. (* BMS, BMM, BSc IT, BAF are referred to as 'faculty')

To fulfil the requirements of a major, students are required to earn 50% of credits through core courses from their 'major' faculty. These core courses are designed to provide in-depth knowledge and understanding of the subject matter, ensuring that students develop a strong foundation in their chosen 'major'.

Apart from 'major', students have the opportunity to select a 'minor' faculty complementing their 'major' faculty. A 'minor' allows a student to explore specific areas of interest within their field or to diversify their knowledge by studying related subjects.

At St. Xavier's College, the following 'major' faculties are offered under the Self-financing undergraduate program. To complete an undergraduate (UG) degree, students are expected to complete minimum of 50% of the total credits in the core subjects of their chosen 'major' faculty.

Major courses offered:

Self-Financing Department & Faculty	Major
Management Studies [BMS]	Management Studies
Accounting & Finance [BAF]	Accounting & Finance
Communication & Journalism [BA- MCJ]	Communication & Journalism
Information Technology [B.Sc.-IT]	Information Technology

What is a Minor?

The Government of India's National Education Policy (NEP) 2020 mandate is to create a dynamic undergraduate education system by designing courses that are interdisciplinary and cater to industry requirements. As a part of this initiative, 'minor' courses have been introduced to provide students with additional interdisciplinary knowledge that complement their core competencies acquired through their 'major'.

- A student of the Self-Financing Departments at St. Xavier's College, Mumbai, have the following faculty options^ for a 'minor'.



- Students will complete all their 'minor' courses from semester I to semester VI in that faculty they have opted and allocated.

(^depending on the major course you have secured an admission and availability of seats in the 'minor' faculty)

The Students of Management Studies can secure a Minor degree from BA-MCJ, BAF or BSc IT

The list of courses by the various streams from Semester I to VI is given in Table below:

<u>Major Course</u> <u>BMS</u>	<u>List of Minor Courses from SEM 1 to SEM 6</u> <u>(Option to choose any one Faculty)</u>		
	<u>Information Technology</u>	<u>Communications</u>	<u>Accounting and Finance</u>
SEM I	Basics of Python Programming	Introduction to Advertising	Introduction to Accounting
SEM II	Database Management System	Social Media & Digital Marketing	Taxation
SEM III	Machine Learning	Introduction to Strategic Communication	Accounting Tools and Auditing
SEM IV	Artificial Intelligence	Tech Reporting and Business Reporting	Corporate Accounting
SEM V	Data Visualization using R/Python/ Tableau/ Power BI	Image and Celebrity Management	Business Valuation I
SEM VI	Software based Data Analysis	Visual Designing	Business Valuation II

The Students of BA-MCJ, BAF and BSc IT can secure a Minor Degree in Management Studies.

The List of Courses offered by the Department of Management Studies from Semester I to VI for the Minor Degree is given in the Table below:

SEM I	Fundamentals of Management	SEM IV	Principles of Retail for Urban and Rural Markets
SEM II	Economics for Managers	SEM V	Strategic Management
SEM III	Introduction to Human Resource Management	SEM VI	Introduction to Entrepreneurship



Programme Specific Outcomes

St. Xavier's College (Autonomous), Mumbai

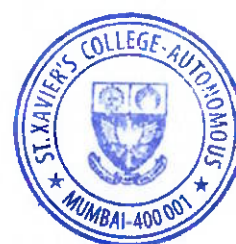
DEPARTMENT OF MANAGEMENT STUDIES

Programme: BMS HONOURS

PSO Sr. No.	Programme Specific Outcomes (PSOs)
	Upon Completion of the programme..
	<i>Certificate Course in Management Studies(Exit after First Year)</i>
PSO 1	The students will be introduced to the core functions of business and will be able to join organisations as support executives to the top management. They will have the required skill sets to understand the context of the work and will be able to assist at the staff function level.
PSO 2	They will be able to make persuasive presentations that reveal strong written and oral communication skills needed in the workplace. They will have the required exposure to further groom themselves to be industry ready.
PSO 3	The students will have the knowledge of the various financial instruments and will be able to plan their investments wisely.
	<i>The Knowledge of the Minor Courses in Semester I & II will enhance the skill sets of the students.</i>
	<i>Diploma in Management Studies (Exit after Second Year)</i>
PSO 1	The students will be introduced to the various competencies in the core management functions of Marketing, Finance and Human Resource Management, both from national and international perspective. They will be able to apply their learnings to entry level positions in the secondary and the tertiary sector.
PSO 2	They will have the skill of Predictive Analytics and Data Visualisation which will be an added advantage for securing entry level roles in business management after the Diploma course
PSO 3	The students will have the knowledge of safe and high risk-high return instruments and will gain the competencies to plan their investments in a sound manner.
PSO 4	The students will gain the required competencies to effectively use software skills for decision making at entry level positions.
	<i>The Knowledge of the Minor Courses in Semester I,II,III & IV will enhance the skill sets of the students and will give them an edge in securing employment and also for pursuing higher education.</i>

	<i>Degree in Management Studies : BMS</i>
PSO 1	The students will gain the analytical skills, expertise and knowledge of Finance, Marketing and Human Resources in order to handle responsibilities at middle level managerial roles in organisations. The industry internships done during the course of the programme will also add value to the process of learning and will help in bridging the industry-academia gap.
PSO 2	They will exhibit the ability to make reasoned, ethical decisions that are based on professional standards for ethical conduct in the best interest of the project, the organisation, the environment and society as a whole.
PSO 3	They will learn to effectively manage people and build strong relationships with all the stakeholders.
PSO 4	The students will gain the required knowledge of research methodologies and analytical tools which will enable them to employ critical thinking skills to investigate complex business problems to propose viable solutions.
PSO 5	The students will have the necessary knowledge of the different institutional methods of raising money for their entrepreneurial ventures.
PSO 6	The students will have the required knowledge of the nuances of international markets and will be able to evaluate the various options in order to start an export business.
PSO 7	The students will develop the required skill sets to lead the recruitment teams in the organisation and will be able to develop strategies for Learning & Development..
	<i>The Knowledge of the Minor Courses in Semester I,II,III,IV, V & VI will enhance the skill sets of the students and will give them an added advantage of a Major and Minor Degree after three years of the UG Programme.</i>
	<i>Honours Degree in Management Studies:BMS Honours</i>
PSO 1	The students will get the required skill sets to start their entrepreneurial venture and will also be have the knowledge to scale the business in the future.
PSO 2	The students will gain the knowledge and expertise to devise effective customer engagement and retention strategies.
PSO 3	The students will be sensitised to Diversity and Inclusion at work, which is the prime focus of global firms and institutions
PSO 4	The students will acquire the aptitude and interest to pursue post graduate studies and research in top ranking institutions in India and abroad.
PSO 5	<i>The students will have an exposure to the challenges faced by global leaders in their pursuit of balancing business excellence with holistic management for the benefit of the society and the environment.</i>

APPROVED SYLLABUS



THE RATIONAL:

ABOUT THE COURSE

The BMS course at St. Xavier's College, Mumbai was started in the Academic Year 2001-2002 as a self-financed 3-year undergraduate programme affiliated to the University of Mumbai. The aim has always been to foster the spirit of Entrepreneurship among young minds and to also develop middle-level managerial skills in students that is a need of the industry. As an Autonomous College since 2010, the BMS curriculum has been critically upgraded to bridge the industry-academia gap by including relevant courses in the fields of Finance, Marketing, Human Resources and Production.

THE TEACHING METHODOLOGY

The teaching – learning process follows a blend of assignments, case studies and projects so as to equip the students with the requirements of the industry and to also instill in them the confidence and knowledge to start their own venture. The Flipped Classroom mode of teaching that is adopted focusses on learning through interactions and class discussions which is a break away from the traditional form of learning. The students are given industry based assignments and projects which hones their analytical skills. Internships undertaken during the academic breaks also helps in bridging the industry –academia gap and this also prepares them to be better prepared for the corporate world.

BROAD AREAS OF STUDY:

FINANCE: Introduction to Financial Accounts, Cost Accounting, Management Accounting, Financial Management, Banking & Insurance, International Finance, Financial Resource Raising, Investment Analysis & Portfolio Management are the courses in Finance across the three years. The students are able to understand the importance of Financial Planning and Management for the success of any enterprise

MARKETING: Courses such as Marketing Management, Consumer Behaviour, Research Methodologies, Cooperatives & Rural Markets, Service Sector Management, International Business and Retail & Sales Management gives the students a deep insight into the field of Marketing. The assignments and projects done as a part of the curriculum helps them to understand the practical aspects of the concepts taught in the course. The ability to design customer driven marketing strategies and to focus on holistic marketing is the core essence of these courses

HUMAN RESOURCE MANAGEMENT: Human Resource Management aims at developing a planned and systematic approach to find, train, recruit and retain the right professionals, for the right job, and at the right time. The syllabi is centred around creating future leaders who help further the organizational goals, keeping in mind the company's most important asset – It's People. Human Resource Management enables you to discover your own style of managing people.



PRODUCTION /LOGISTICS: The courses that focus on Productions are Operations Management, Productivity & Quality Management and Supply Chain Management.

The success of any manufacturing firm largely depends on the efficiency of the systems, processes and operations of the facility. The challenge of cost saving without compromising on the quality of the output and to facilitate a smooth work flow has been the focus of high performance businesses. The courses in this sector aims to dissect and understand the intricacies and challenges of Productions, Operations and Logistics of any business enterprise.

JOB PROSPECTS

Through the campus placement process, the students are placed in some of the top ranking Consulting firms, Banks, FMCG companies and Media companies immediately after the course. The alumni of the Department are not only placed in top positions in organisations across the globe but many of them have also started and sustained their own ventures and businesses that nurture inclusive growth through social entrepreneurship for the benefit of the society.

The job opportunities for BMS graduates has seen an exponential rise over the years. The salary structure has been in the range of 7 to 22 lakhs pa, with the highest pay package of Rs. 30 lakhs pa from a leading FMCG company.

HIGHER EDUCATION

Students from the Department are known to pursue Higher Studies in Management from Ivy League Colleges and other top ranking institutions in UK ,US, Australia and Europe. Many of the students are alumni of the renowned management colleges such as the IIMs, London School of Economics, Imperial College, NYU and many other top ranking institutions in India and abroad.

APPROVED SYLLABUS

