



Laxmi Singh Charitable Trust's (Regd.)

**THAKUR INSTITUTE OF
MANAGEMENT STUDIES & RESEARCH**

(Approved by AICTE, Govt. of Maharashtra & Affiliated to University of Mumbai)

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ISO 9001:2008 Certified

Course Outcome for MMS Batch 2014 - 16

Sr.	Course	Marks	Sem	CO 1	CO 2	CO 3	CO 4	CO 5	
1	Business Communication	50	I	Meet the communication challenges in the global context and make the right communication choices	Use technology to communicate effectively (emails, presentations, videoconference, teleconference etc)	Analyze various cases and make decisions	Deliver team/individual presentations/participate in GDs		
2	Business Statistics	100	I	To know statistical techniques	To understand different statistical tools.	To understand importance of decision support provided by analysis techniques	To appreciate and apply it in business situations using caselets, modeling, cases and projects.		
3	Financial Accounting	100	I	Recognize and understand ethical issues related to the accounting profession	Prepare financial statements in accordance with Generally Accepted Accounting Principles	Employ critical thinking skills to analyze financial data as well as the effects of differing financial accounting methods on the financial statements	Effectively define the needs of the various users of accounting data and demonstrate the ability to communicate such data effectively, as well as the ability to provide knowledgeable recommendations		
4	Managerial Economics	100	I	Students analyze and apply the theory and practice of Managerial Economics	Students develop and understanding of a businessman need to locate various factors affecting demand of his product and plan marketing and business strategies accordingly	Students analyze the various market forms and their impact on the economy and business	Students analyze the relationship between costs, revenue, profits and losses	Students develop and understanding of a businessman need to locate various factors affecting demand of his product and plan marketing and business strategies accordingly	
5	MIS	50	I	Understand the basic concept data and information , Framework / structure and role of Information and Information Systems for business	Determine Information Needs for an individual & Organization for decision making process.	Conduct requirement & analysis of MIS across the functions of the Management and Sectors of the industry and business	Emphasis the Information System Development Process and Security /Privacy of MIS		
6	Marketing Management	100	I	This course will equip students to review marketing issues with respect to understand basic concepts of Marketing, understand target segmentation and consumer decision making design of products that meet consumer needs understand pricing, channels of distribution understand marketing communication.					

7	Organization Behaviour	100	I	List and define basic organizational behavior principles, and analyze how these influence behavior in the workplace	Enhance critical thinking and analysis skills through the use of management case studies and small group exercises	Express own management style as it relates to influencing and managing behavior in organization systems		
8	Operation Management	100	I	Apply Operations Management principles	Identify the roles and responsibilities of operations managers in different organizational contexts	Analyze and design or solve issues related to basic operating principles		
9	Perspective Management	100	I	Familiarization with terminologies and process of Perspective Management	Understanding of Perspective Management so as to enable the students shoulder responsibilities in the ever changing global arena	Understanding industry analysis and sustainable competitive advantage		
10	Business Research Methods	100	II	To understand the importance of research and various methods that researcher used to investigate problems	Applying Modern Analytical tools for Business Management Decisions	To interpret the data to make meaningful decisions	To use Scientific Methods of research for better business decisions	
11	Cost & Management Accounting	100	II	Students explain the elements of cost and differentiates between the role of cost accounting, Management accounting and Financial Accounting	Prepares the cost sheet, Computes the Cost	Apply tools and techniques of Cost and management accounting for Decision making (Marginal, Standard, Budget, ABC, Responsibility Accounting)	.Explains basics of Target Costing, Lifecycle Costing, Environmental Costing, Service Costing	
12	Financial Management	100	II	Understanding the basic concepts of corporate finance and Indian financial system	Ability to analyse the financial statements of companies using ratios	Ability to calculate the working capital requirements; analyse working capital policies and understanding operating and cash cycle	Ability to prepare pro-forma financial statements and calculate the EFR	Ability to use various evaluation techniques like NPV, IRR, PI, payback period etc. for evaluating capital expenditure decision
13	HRM	100	II	To study human behavior	To gain knowledge of Psychological aspects of labour relations	To learn Physiological Effects of Stress and Individual Differences in Responding to Stress,	To understand the importance of work-life balance	

14	Legal and Tax Aspects of Business	100	II	Correlate the legal issues and problems with applicable act under the course.	Apply legal problem solving skills and concepts, including diagnosing a problem	Determine the need for planning factual investigation, identifying and formulating relevant legal theories, generating alternative solutions and strategies, developing & implementing a plan of action		
15	Operations Research	100	II	Recognize the importance and value of Operations Research and mathematical modeling in solving practical problems in industry	Formulate a managerial decision problem into a mathematical model	Identify OR models and apply them to real-life problems	Able to design new simple models, like: CPM, PERT to improve decision making and develop critical thinking and objectives analysis of decision problems	
16	Analysis of Financial Statements (AFS)	100	II	Understanding the macro factors affecting company's performance	Ability to measure the financial health of a company using cash flow analysis	Ability to measure the financial health of a company using on ratio analysis	Ability to do the ratio analysis to measure the financial health of companies in specific industry sectors	Understanding the mechanism of calculating cash flow and specific ratios after considering some special items in financial statements
17	Financial Markets, Products and institutions	100	II	Students Differentiates between the instruments of Capital market and money market	Students classify various money market instruments , evaluate monetary policies and describe monetary measures of RBI	Students differentiate between futures, options and swaps, Students compare type of mutual funds and will calculate NAV for accounting	Students describe the role of merchant bankers and assess the process of IPO/Rights issue with SEBI regulations, Students evaluate the different types of financial services.	
18	International Finance	100	II	To Understand international capital and foreign exchange market	Identify risk relating to exchange rate fluctuations and develop strategies to deal with them	Develop strategies to deal with other types of country risks associated with foreign operations	Express well considered opinion on issues relating to international financial management	
19	Banking & Insurance	100	II	to have basic institutional and practical knowledge supported by text books including up-to-date information in the field of Banking and Insurance, e-learning portal of Anadolu University, the channel TRT Okul and the other sources, building upon the proficiency at the level of secondary education,	to carry out financial analysis of banks and insurance companies	to keep up with developments in financial markets		

20	Compensation & Benefits	100	II	Students will have a clear knowledge about the concepts Compensation and Benefits	Students will be able to use right Reward Strategies and Compensation Strategy for successful staffing practice	Design appropriate Compensation and Benefits strategy and evaluate the strategy to understand how beneficial to the organization		
21	HRP	100	II	To study human behavior	To gain knowledge of Psychological aspects of labour relations	To learn Physiological Effects of Stress and Individual Differences in Responding to Stress,	To understand the importance of work-life balance	
22	Indian Ethos in Management	100	II	To understand the distinctive characteristics of the Indian ethos	To know the meaning of corporate dharma and corporate karma. To understand the significance of Ethics as part of the Indian ethos.	To understand the role of human values and professional values in our decisions and everyday life and business		
23	Human Resource Information System	100	II	Analyze a firm's HRIS system, evaluate its strengths and weaknesses, and propose changes to improve it.	The student will be able to use of Information technology resources efficiently, for effective decision making.	The student should be able to comprehend how Human Resources Information Systems are bought/developed and implemented for various levels in an organization.	Explore the use of some common Information Systems development tools.	
24	Retail Management	100	II	The course has been designed to make students understand current and relevant concepts in retail management. This can be done by understanding five pillars of retailing.	Tools and models developed by retail industry for efficient working			
25	Rural Marketing	100	II	To develop an understanding of the rural markets of India	To be able to apply marketing concepts for rural marketing situation	To be able to understand the technological changes and social entrepreneurship		
26	Event Management	100	II	To understand various aspects of planning events from the perspective of execution	To understand the financial aspects of conducting an event			
27	Export Documentation & Procedures	100	II	Understanding role and responsibilities of various government bodies involved in export-import business	Make you understand various risks involved in export/import business and how to overcome those risks			

28	TMIMS	100	II	Differentiate between the different types of technology management systems and techniques	Explain the role of technology in day to day operations	Explain the different operations that can be optimised with the use of technology and allied systems for management		
29	TQM	100	II	Understand the concepts and examples of TQM	Foster Quality tools and techniques for solving business problems	Lead the team toward achievement of quality goals based on quality principles		
30	Supply Chain Risk and Performance Management	100	II	The findings of the study will expose the affect risk management and as a result, the companies will be more endowed with knowledge and prepared to fit in the prevailing uncertain business environment	The study provides the background information to other researchers and scholars who may want to carry out further research in this area			
31	Strategic Management	100	III	Familiarization with terminologies and process of Strategic Management	Understanding of Strategic Management so as to enable the students shoulder responsibilities in the ever changing global arena	Understanding industry analysis and sustainable competitive advantage		
32	International Business	100	III	Understanding the scope of international business	International finance decisions and impact on operations	Understanding importance of team approach & impact on international business		
33	Advance Financial Management	100	III	Students are able to measure risk and return and explain the trade-off between risk and return	Students are able to list the primary sources of capital and incorporate their cost when making investment decision: (a) Debt (b) Preferred Stock (c) Common Stock	Students are proficient enough to estimate cash flows from a project, including operating, net working capital, and capital spending.	Students do estimate the required return on projects of differing risk and how to use the required return in evaluating investment decisions. a) use the dividend growth model and capital asset pricing model to estimate equity costs b) calculate yield to maturity to estimate bond cost (c) calculate the weighted average cost of capital to estimate required rates on investments	

34	Commodity Markets	100	III	Understanding emergence of commodities markets and its future	Understanding dynamics of world commodities markets	Understanding ecosystem of Indian commodities markets	Understanding trading, clearing and settlement mechanism	Understanding global demand and supply for commodities
35	Corporate Law	100	III	Providing a wide angle overview of corporate laws in accordance with Companies Act, 2013 including the latest	Provide much needed clarifications on corporate laws, rules and regulations.	Enabling the development of critical and analytical abilities in the area of Corporate Law		
36	Corporate Valuation (CV)	100	III	Understanding the basic concepts of valuation and the interplay of factors affecting valuation	Understand the role of leverage, working capital and ratios in valuation	Ability to calculate the elements of risk, return and cash flows	Overview of valuation using discounted cash flow methods and ability to calculate the same	Understanding of different alternative methods used in valuation
37	Derivatives and Risk Management	100	III	Understanding the basics of derivatives markets	Understanding the process of pricing and valuation of forwards and futures	Understanding mechanics of options and creating synthetic options	To understand pay off of each strategy	Understanding risk assessment methods and Options Greeks
38	SAPM	100	III	Demonstrate the use of fundamental & Technical aspect of portfolio management, including return and risk measurement, and portfolio planning and construction	Prepare an optimal portfolio, given the investor's utility (or risk aversion) and the capital requirements	Apply modern portfolio theory including CAPM, SML and Efficient Market Hypothesis for Portfolio Management	Measure the performance of the portfolio using various tools including Sharpe Index, Treynor, Index, Jensen's measure and EMH	
39	Strategic Cost Management	100	III	To Define costs according to different classification schemes, describe a range of cost behaviour patterns, and calculate and interpret cost estimates derived using a range of techniques	Analyse resource flows in different organisation settings and design costing systems to capture critical resource flows	Calculate product and service costs using a variety of costing systems and cost allocation techniques	Analyse the impact of costing system choices and cost allocations on pricing, competition, and management decision making	Analyse and evaluate cost information for the purposes of making a variety of value-based decisions.
40	Competency based HRM	100	III	To study human behavior	To gain knowledge of Psychological aspects of labour relations	To learn Physiological Effects of Stress and Individual Differences in Responding to Stress,	To understand the importance of work-life balance	
41	Emp. Relation & Labour Law	100	III	Understanding court jurisdictions and basics of labor laws	To study history, provisions, case laws & amendments under each law.			

42	Global - HRM	100	III	Students will have a clear knowledge about the concepts of GHRM	Students will be able to use right recruiting methods and selection process for successful staffing practice respective to GHRM	Design appropriate training programs and evaluate the training programmes to understand how beneficial training to the organization globally	Apply right performance appraisals and develop performance based compensation. Endeavor for good employer relation in global perspective	
43	Organizational Theories, Structure and Designs	100	III	List of essential features of organizations	Demonstrate the factors shaping these features	Discuss the evolution of different organizational design/types	Express how different organizational forms impact on the individual within organization	1
44	Performance Management Systems	100	III	To study human behavior	To gain knowledge of Psychological aspects of labour relations	To learn Physiological Effects of Stress and Individual Differences in Responding to Stress,	To understand the importance of work-life balance	
45	Training & Development	100	III	Students will have a clear knowledge about the concepts of Training & Development	Students will be able to use right training and Development method	Design appropriate training programs and evaluate the training programmes to understand how beneficial training to the organization	Student will be able to identify the training needs of the organization	
46	HR Audit	100	III	Students will understand the process and implementation of HR audit	Effective utilization of HR scorecard			
47	Consumer & Industrial Buyer Behaviour	100	III	Compare and contrast different perspective that characterize the study of consumer & industrial behavior (e.g. cognitive vs.behavior)	Apply theories of consumer & industrial behavior to the formulation of effective marketing strategy	Recognize trends based on current research related to consumer & industrial behavior		

48	Financial Aspect of Marketing	100	III	The course has been designed to make students understand the need of quantifying contribution of marketing function in enhancing customer and organizational value, thereby making them learn and execute various methods as per the need of the business The course has been designed to make students understand the need of quantifying contribution of marketing function in enhancing customer and organizational value, thereby making them learn and execute various methods as per the need of the business				
49	Product & Brand Management	100	III	Apply the fundamental concepts of product and brand development and management.	Students will be able to identify, discuss and indicate variables that drive the success of brands and product lines and the interrelationships among these variables.	Students will be better equipped to utilize methods to interpret, relate and evaluate product and brand strategies in an array of customer contexts and competitive contexts.		
50	Sales Management & Sales Promotion	100	III	Apply the knowledge of sales management in a job	Able to understand the connect with theoretical concept and work challenges	Able to manage a sales team	Able to understand various sales promotion tactics	

51	Services Marketing	100	III	Students will be able to understand Fundamentals of services	Students will be able to understand Gaps in service delivery	Students will be able to understand use of CRM in customer satisfaction and retention. The students will be able to understand how to use complaints as an opportunity for service recovery and enhance customer loyalty understand how to use complaints as an opportunity for service recovery and enhance customer loyalty		
52	Distribution & Supply Chain Management	100	III	Define the channels of distribution and understand what work is performed in the supply chain management	Understand the structure of distribution and supply chains and the different ways through which supply chains can become competitive in the market	Analyze the interactions between each step and the whole process of distribution and supply chain management		
53	Marketing Research & Analytics	100		To understand the concept of marketing research	To be able to connect the concept of MR to business problems	To be able to apply the statistical to marketing challenges		
54	Customer Relationship Management	100	III	To understand concept of the Customer Relationship Management	To acquaint the students with application of CRM for better strategic decisions	To accustom students to CRM practices in various sectors		
55	Advance Supply Chain Management	100	III	Apply the concepts, knowledge and skills of Supply Chain Management	Apply the basic theoretical framework of Supply Chain Management	Apply basic concepts in logistics, distribution and procurement to supply chain domain		
56	Business Process Engg & Benchmarking	100	III	Students understand the concept of Business process reengineering	Students apply the tools and techniques for business process reengineering	To understand the importance of Benchmarking the business processes	Role of leadership, technology in Business process reengineering	
57	Industrial Engg & Appln Mgt	100	III	To understand the concepts of productivity	To get acquainted with motion study concepts	To know the various techniques of plant layout		
58	Materials Management	100	III	Students understand the concept of materials management	Students are able to manage and plan material flows	Students are able to apply techniques of materials management		
59	Mfg Resource Planning & Control	100	III	Understand concept of Planning & Control of Operations	Apply basic concepts of Planning & Control of Operations in decision making	Implement MRP based projects		

60	NPD	100	III	appreciate the generation of product concepts that satisfy the needs of customers	explore and analyze market needs and appreciate their direct relationship with new products	identify new product opportunities	Devise policy for make or buy decision making	
61	Creativity and Innovation Management	100	IV	Recognize your potential for thinking creatively and enabling innovation	Generate innovative solutions by discovering and testing creative ideas	Create an environment that continually fosters creativity and innovation	Develop a persuasive case for implementing an innovation	
62	Management Control System	100	IV	Analyze RoI, Responsibility Budegeting and MBO integration	Explain the role and dynamics of a Profit Center in an organization	Explain the different types of Controls in Special Sectors	Apply Management Control Systems in different types of organizations	
63	Financial Modelling	100	IV	To understand the concept and methodology of financial modelling and to strengthen concepts of Excel to be used in modelling	To understand the basic tools of financial modelling	To understand the practical applications of basic financial functions	Learn the different aspects and nuances required for project assessment, planning and funding	
64	Mergers, Acquisitions & Corporate Restructuring	100	IV	Student identifies the need for restructuring	tools of financial modelling	Solves the complex problem on valuation of HRA and intangible assets	Stuents identifies challenges of LBO, Doctrine of Due diligence	
65	Treasury Management	100	IV	Clarity and understanding of the basic concepts in Treasury management	Ability to apply the principles and concepts of Treasury management	Understanding risk- return trade off	Detailed and in depth understanding traditional Treasury asset classes	
66	Wealth Management	100	IV	Clarity and understanding of the basic concepts in wealth management	Ability to apply the principles and concepts of wealth management	Understanding risk- return trade off	Detailed and in depth understanding traditional asset classes	Detailed and in depth understanding of alternate asset class
67	Behavioural Finance	100	IV	Student will be understanding behavioural theories of finance and examine psychological biases in financial decision making	Student will compare and contrast rational and behavioural theories of finance	Student will have knowledge of finance by demonstrating how "real investors" and markets do not always corresponds to rational agents and outcomes described in standard finance course		
68	BLO	100	IV	Apply knowledge of management theories, practices & technological skills to solve business problems	Ability to understand, analyze critically and communicate global, economic, legal and ethical aspects of business for decision making.	Foster development & team spirit, analytical & critical thinking	To develop value based leadership.	

69	Management of Change	100	IV	Students will have a clear knowledge about the concepts Change Management.	Students will be able to promote critical thinking at individual and group level	Students will be able to manage the process of change in organization		
70	Role of HR in Knowledge Management	100	IV	The course will enhance students learning skills to adopt change easily	The course will make students capable to develop culture of learning in their respective teams and departments	The students will be able to understand the process of knowledge creation and acquisition and further utilize for decision making.		
71	Strategic HRM	100	IV	Students will have a clear knowledge about the concepts of SHRM	Students will be able to use right recruiting methods and selection process for successful staffing practice respective to SHRM	Design appropriate training programs and evaluate the training programmes to understand how beneficial training to the organization globally	Apply right performance appraisals and develop performance based compensation. Endeavor for good employer relation in strategic perspective	
72	Organisation Development	100	IV	To enhance the ability of students to diagnose the problem areas in the functions and processes	To improve the analytical and lateral thinking of Students to use right intervention to the respective problem.			
73	Business to Business Marketing	100	IV	Apply and integrate Business -to- Business marketing theories in a job	Apply major business marketing theories and models to analyze the behavior and needs of organizational customer	Apply a systematic approach to problem- solving and decision making in B2B		
74	Emerging Trends in Marketing	100	IV	Explain the current research trends involving technology and the Internet on marketing and an organization's overall marketing framework in both B2C and B2B contexts	Explain and study recent and expected technological changes and how these alter the traditional marketing practices	To review contemporary marketing articles	To explain critical role played by marketing in the success of the marketing effort, in the profit and nonprofit sector and its critical application to contemporary social issues	
75	Integrated Marketing Communication & Digital Marketing	100	IV	The course has been designed to make students understand how to make an Integrated Marketing and Communication plan keeping in mind the requirement of the brand.	Course also enables students to understand impact of digital media on overall Integrated Marketing and Communication plan.	Tools and models developed by advertising agencies to evaluate brand's communication requirement.		
76	Strategic Marketing Management	100	IV	To understand the importance of Strategic Marketing in achieving LT Objectives of the Organisation	To understand the importance of Vision, Mission, Values and LT Strategic Plan of an Organisation	To know the tools in developing Strategy of a Marketing Organisation and able to develop a Marketing Strategy	To be able to implement and evaluate the strategy	

77	Project Management	100	IV	Manage the scope, cost, timing, and quality of the project	Align the project to the organization's strategic plans and business justification throughout its lifecycle	Identify project goals, constraints, deliverables, performance criteria, control needs, and resource requirements in consultation with stakeholders	Adapt projects in response to issues that arise internally and externally	Interact with team and stakeholders in a professional manner
78	Six Sigma	100	IV	Understanding of the concepts, implementation & objectives of Six Sigma	Skill to predict, prevent and control defects in a process	Understanding of the elements of waste	Understanding of the tools of process discovery	Understanding of variation in processes
79	Strategic operation Management	100	IV	Importance of aligning operations strategy to corporate strategy	Development of operations strategy and linking market requirements to operations	Implementation of operations strategy	Role of technology in operations strategy	Understanding the importance and issues in strategic resource management
80	World Class Manufacturing	100	IV	To meet global markets which are more turbulent, dynamic and complex	To understand the relevance of World Class Performance in competitive framework	To understand global markets relationship to world class performance	To build the framework for world class manufacturing	To understand the state Indian manufacturing in relation to world class standards and performance issues
81	Service Operations Management	100	IV	Apply a range of methods for assessing the needs, expectations and perceptions of customers.	Apply the principles, tools and techniques of service design	Apply the general approaches to, and specific methods for improving service		