

Tribhuvan University
Faculty of Management
Office of the Dean



Course detail of
BBM (Bachelor of Business Management) 2nd Semester

August 2022

Business Mathematics - II

(BBM Second Semester)

Credits: 3
Lecture Hours

Course Objectives

The course introduces mathematical techniques through examples of their application to economic and business concepts. It also tries to get students tackling problems in economics and business using these techniques as soon as possible so that they can see how useful they are.

The purpose of the course, then, is to present mathematical skills and concepts, and to apply them to ideas that are important to the management students. In addition, the course includes the basics of spreadsheet operations relating to applications of integration in business and economics, linear programming, Solving linear equations by matrix and determinant methods, application of differential equation, applications of difference equations and some numerical methods as well.

Course Description

This course deals on linear inequalities and linear programming, integration and applications in production, first-order differential equations and applications, dynamics of market price, linear algebra and applications, numerical methods for solving systems of linear equations, input/output analysis, functions of several variables and their applications in business and economics, difference equations and dynamic economic analysis.

Course Details

Unit 1: Linear inequalities and linear programming

6 LHs

Linear Inequalities in two variables, Introduction to linear programming problem, Formulation of linear programming problem, Methods of solving linear programming problems: Graphical method, Simplex method (two variables), Duality and standard minimization linear programming problems.

Online: Simplex method

Unit 2: Linear algebra and applications

7 LHs

Introduction to matrices and types of matrices, Operation on matrices: Addition and subtraction of matrices, Scalar multiplication of a matrix, Multiplication of matrices, Transpose of matrix, Determinant of a square matrix, Minors and cofactors of matrix, Singular and non-singular of matrix, Adjoint and inverse matrices, Elementary row operations, Methods of solving linear equations: Cramer's rule, Inverse matrix method (Application of linear equation for solving business and economics related problems), Gauss elimination method and Gauss- Jordan method, Input/output analysis, Technology coefficient matrix, Hawkins-Simon conditions for the viability of the system.

Lab. Work: Excel for linear algebra

Online: Gauss elimination method for solving system of linear equations, Gauss-Jordan method for solving system of linear equations and finding inverse matrices

Unit 3: Integration and applications**8 LHs**

Concept of integration, Techniques of integration (Standard form, substitution method and integration by parts), Integration of algebraic, logarithmic and exponential functions, Methods of evaluating definite integrals, Application of integration in business and economics (including consumers' surplus and producers' surplus), Area under a curve.

Unit 4: Functions of several variables**9 LHs**

Functions of several variables, Applications of functions of two variables in business and economics, Partial differentiation, Applications of partial differentiation, Elasticity of demand, Utility, Production, Graphical Representations, Unconstrained optimization, constrained optimization and Lagrange multipliers.

Unit 5: First-order differential equations and applications**9 LHs**

Introduction to differential equation, Order and degree of differential equation, Solution of differential equations, First-order linear differential equations with constant coefficient and constant term, Differential equation for limited and unlimited growth, Dynamics of market price, First order differential equation with variable- coefficient and variable term, Exact differential equations, Nonlinear differential equations of the first order and first degree.

Unit 6: Dynamic economic analysis and Difference equations**9 LHs**

Introduction to difference equations, Solution of first order difference equations (homogeneous and non-homogeneous), Economic applications of first order difference equation: Cobweb model, Lagged Keynesian macroeconomic model, Duopoly price adjustment.

References

Alpha C. Chiang, **Fundamental Methods of Mathematical Economics**, McGraw-Hill, Inc.

Frank S. Budnick, **Applied Mathematics for Business, Economics, and the Social Sciences**, McGraw-Hill Ryerson Limited.

G. S. Monga, **Mathematics for Management and Economics**, Vikas Publishing House Pvt. Ltd., New Delhi.

Mike Rosser, **Basic Mathematics for Economists**, Routledge Taylor & Francis Group.

Ronald J. Harshbarger, James J. Reynolds, **Mathematical Applications for the Management, Life, and Social Sciences**, Houghton Mifflin Company.

Srinath Baruah, **Basic Mathematics and its Application in Economics**, Macmillan India Ltd.

Teresa Bradley, **Essential Mathematics for Economics and Business**, John Wiley & Sons Ltd.

Vassilis C. Mavron, Timothy N. Phillips, **Mathematics for Economics and Finance**, Springer-Verlag.

English-II

Credits: 3
Lecture Hours: 48

Course Objectives

After completing this course, students will be able to:

- read texts written in various general and other disciplinary discourses;
- describe things and events in English;
- understand and support arguments;
- understand and use appropriate tone and style in writing;
- match audience with the purpose and medium of communication;
- see new angles on a range of academic topics;
- read and write persuasively in English;
- adapt content to purpose, context and audience;
- use appropriate style and tone of writing for general and business purposes;
- develop specific speaking and listening skills;
- work in key areas of English use;
- avoid the most common errors;
- get access to the academic language needed to succeed;
- generate individual ideas and opinions by being exposed to a fresh approach to critical thinking;
- learn language through literature.

Course Description

The English 202 is a course in general English and it takes a two-way approach to improve students' English language proficiency. It seeks to develop their reading and writing skills, their understanding of tone, style, and knowledge of communication methods, along with developing their vocabulary, grammar, listening and speaking, and ability to write general and to some extent professional documents. This course is so planned as to introduce students to methods and techniques of developing their English language and communication skills for general communication, and furthermore to develop their English on a broader level in various areas of thinking and knowledge by being exposed to writings from different genres and disciplines.

The course has two main components of equal weightage:

I. Core English

II. Genres and Disciplines

Course Details

I. Core English 6 LHs

Unit 1.

1. Globalization
2. Education
3. Medicine

Unit 2.

6 LHs

4. Risk
5. Manufacturing
6. Environment

Unit 3.

8 LHs

7. Architecture
8. Energy
9. Art and design
10. Ageing

Unit 4.

4 LHs

13. Writing guide
14. Grammar reference

II. Genres and Disciplines

Unit 1. Short Stories

6 LHs

1. The Empty Drum
2. A Tale
3. Amina
4. The Andhi Khola
5. The Dog of Titwal

Unit 2. Poems

6 LHs

6. New Year
7. In Just-

- 8. Dream Variations
- 9. The Brook
- 10. The Song
- 11. Now Light Has Come

Unit 3. Plays

3 LHs

- 12. The Sandbox

Unit 4. Essay

9 LHs

- 13. On Natural Death
- 14. A Change of Worlds
- 15. Hearts of Sorrow
- 16. Fundamentals of Scientific Management
- 17. The Green Frog Skin
- 18. The Right to Control One's Learning
- 19. The Myth of Sisyphus
- 20. The Enlightened Mind

Teaching Method

The suggested teaching method is to introduce the theme and the writing task and then guide the students to practice specific skills and put language knowledge to produce their own writings. The recommended approach is to view the books not as mere language texts but to introduce students to many disciplines, to expand their intellectual and spiritual horizons. The method, therefore, is to engage students in a dialogue about the questions and ideas raised in each text by exploring different perspectives, listening to the voices of others, and respectfully sharing their own experiences and thoughts.

Evaluation

The examinations will cover the language skills and include a range of tasks which assess students' ability to use English in a variety of contexts. Above all, the examinations will assess the students' ability to communicate effectively in English, especially in reading and writing activities using appropriate writing style. Special credit will be given to originality of expression and depth of thinking. Questions will be given from all the different units.

Prescribed Texts

Sowton, Chris. *Unlock Level 4: Reading and Writing Skills Student's Book*. Cambridge UP, 2014.

Lohani, S.P., comp, & ed. *Voices: A Reader*. Buddha Publication, 2021.

Supplementary Materials

Cambridge Advanced Learner's Dictionary. 4th ed., Cambridge UP, 2020.

Sowton, Chris. *Unlock Level 4: Reading and Writing Skills Student's and Teacher's interactive eBooks*. Cambridge UP, 2014.

Stirling, Johanna. *Unlock Level 4: Reading and Writing Skills Teacher's Book with DVD*. Cambridge UP, 2014.

Abrams, M. H., and G.G. Harpham. *A Glossary of Literary Terms*. 11th ed., Cengage, 2014.

Klarer, Mario. *An Introduction to Literary Studies*. 3rd ed., Routledge, 2013.

Financial Accounting

(BBM Second Semester)

Nature of course: Core

Full Marks: 100

LHs: 48

Pass Marks: 50

Course Objectives

The main objective of this course is to provide in-depth knowledge and understanding of basic principles, concept and practices of financial accounting. This course also aims to develop students' understanding on business transactions, record such transactions in an accounting system and enable them to prepare and analyze the basic financial statements.

Course Description

This course contains conceptual and theoretical foundation of financial accounting; processing and recording business transactions; accrual accounting concept; adjusting entries, closing entries;; preparation of basic financial statements like profit and loss account, balance sheet and cash flow statement and their analysis.

Course Details

Unit 1: Basic Understanding of Financial Accounting

2 LHs

Financial accounting: concept, features, objectives and scope; Book-keeping, accounting and accountancy; Nature of accounting; Qualitative features of accounting information; Users and uses of accounting information: internal users and external users; Elements and components of financial statement; Limitations of financial accounting.

Unit 2: Conceptual Framework of Accounting

3 LHs

GAAP and its features; Basic accounting concepts: the business entity concept, the monetary concept, the going concern concept, the cost concept, the dual aspect concept, the accounting period concept, the realization concept, the accrual concept and the matching concept; Basic accounting conventions: consistency, conservatism, materiality and full disclosure;

Differences between accrual versus cash basis of accounting; Differences between accounting and accountancy;

Accounting standards: meaning, nature, need, significance and classification of accounting standards; Concept of Nepal Accounting Standards (NASs), International Accounting Standards (IASs), Nepal Financial Reporting Standards (NFRSs), International Financial reporting Standards (IFRSs); Disclosures required as per NFRS

Unit 3: Accounting Process

8 LHs

Accounting events of business: concept and types; Accounting equation for analyzing the transactions; Debit and credit and their rules; Recording process of accounting events: journal, ledger, and trial balance. Opening and closing entries: concept and types of closing entries; Adjusting entries: concept and types of adjusting entries; Prepaid and outstanding items; Adjusted trial balance.

Unit 4: Accounting for Cash and Bank Reconciliation Statements

4 LHs

Concept of cash and bank; Types of bank account; Cheques: concept and types, parties to a cheque, honor and dishonor of cheque; Bank Statement: concept and importance; Preparation of bank reconciliation statement.

Unit 5: Accounting for Property, Plant and Equipment

4 LHs

Concept, features and types of property, plant and equipment; Acquisition cost of property, plant and equipment; Depreciation of property, plant and equipment: Straight-line method, diminishing balance method, and unit of activity method; Choice of depreciation method; Disposal of property, plant and equipment; Impact of depreciation on profit measurement; Intangible assets: concept and types; Capital versus Revenue: concept and types.

Unit 6: Basic Financial Statements

18 LHs

Financial statements: concept, objectives and limitations;

Basic Nepal Accounting Standards (NASs): NAS 1: Presentation of financial statements, NAS 2: Inventories, NAS 7: Statement of cash flow, NAS 8: Accounting policies, changes in accounting estimates and errors, NAS 10: Events after reporting period, NAS 16: Property, plant and equipment

Preparation of financial statement under NFRS:

Statement of Profit or Loss (Income Statement): concept, types and components of profit or loss statement

Statement of financial position (Balances Sheet): concept, purpose, components and preparation of classified statement of financial position or balance sheet;

Statement of other comprehensive income: concept, components and preparation of other comprehensive income statement;

Statement of changes in equity: concept, components and preparation of statement of changes in equity.

Cash Flow Statement: Meaning, objectives and limitations of cash flow statement; Contents of cash flow statement; Preparation and interpretation of cash flow statement using balance-sheets of single and two periods under direct and indirect method.

Unit 7: Value Added Statement

3 LHs

Value added: concept and its application; Value added statement: concept, advantages and preparation of value added statement showing value added generated and applied.

Unit 8: Analysis of Financial Statement

6 LHs

Meaning, objectives, need and importance of financial statement analysis; Types of financial statement analysis: Horizontal, vertical and trend analysis, comparative and common size statement analysis and their application.

Ratio analysis: Concept, uses, importance and limitations of ratio analysis; Types, computations and interpretations of: liquidity (current ratio and quick ratio), capital structure (debt-equity ratio, debt to total capital ratio, interest coverage ratio and debt coverage ratio), efficiency (stock turnover ratio, receivable turnover ratio including collection period, payable turnover ratio including payable period, total assets turnover ratio, capital employed turnover ratio), profitability (gross profit ratio, net profit ratio, operating ratio, return on equity, return on total assets and return on common shareholders equity) and earning evaluation ratios (EPS, DPS and price-earnings ratio) for evaluating the financial performance of the business.

Suggested Readings

Accounting Standards Board, (2018). Nepal Financial Reporting Standards Kathmandu: ASB.
Greunung & Keen, (2000). International Accounting Standards. A Practical Guide, USA: World Bank

Narayanaswamy. R. *Financial Accounting: A Managerial Perspective (Fourth Edition)*. New Delhi: PHI Learning Private Limited.

NFRS (2014). Nepal Accounting Standards. Kathmandu: ASB.

Porter. G. & Norton, C. L. *Introduction to Financial Accounting (8th Edition)*. Delhi: Cengage Learning India Private Limited.

Leadership and Organizational Behavior

Level: Bachelor of Business Management (BBM)

Full Marks: 100

Semester : Second

Nature of the Course: core

Credit Hours: 2(32 HRs)

Course objectives

The objectives of this course are to introduce the basic concepts of Organizational Behavior and Leadership. It also aims to enhance the knowledge and approaches of OB and Leadership and develop students' skills to handle tactfully emerging OB challenges and issues and to provide students with an in-depth understanding of fundamental concept and understanding of organizational behavior and leadership.

Learning Outcomes

Upon successful completion of this course, the students will be able to;

- Develop basic understanding of organizational behavior
- Apply different dimensions of organizational behavior in organizational system and procedures
- Understand the importance and basic concepts of leadership
- Know the issues and approaches of leadership and their importance for organizational success

Learning Strategies

The faculty member / course instructor strictly follow the following learning strategies while teaching to the student

- **Quizzes/ Surprise Test:** Quizzes to be taken individually without prior information. The quizzes is to be taken using objective questions covering the related text chapter materials.
- **Project & Live Projects:** The students should work in team for producing live project report as a part of experiential learning. They should go to the field, collect real time data and develop report. They also should present it in the class within 10 minutes of each group.
- **Case analysis:** The students should submit analysis of the cases provided by the course instructor reflecting the text/ practice related problems, genesis of the problems. It may be presented in the class room.
- **Assignments:** The students tend to develop and deliver a presentation of 15 minutes on contemporary issues that are worthy enough. Home assignment in preparation of term paper can be provided.
- **Simulation:** The students need to participate in the activities that are set inside the class room. Course Convenor should provide issues and make practice as in real life situation.
- **Term paper & Thematic review:** The Course Convenor should provide issues that are importantly raised in the society and ask students to review related articles and develop the theme as the part of term paper and ask them to present in the class.
- **Oral Presentation:** The Convenor should provide issues a day before and ask them to speak 5-10 minutes without any supportive materials in the class

Course Description

This course contains Introduction to OB, perception and learning, personality and job satisfaction, organizational conflict and stress, organizational change and development.

Similarly, the course includes Introduction to leadership, theories of leadership and contemporary leadership styles, leadership behavior and leadership development etc.

Course Details

Unit 1: Introduction

6 LHs

Concept of organizational behavior; Levels of OB analysis; Organizational behavior system; Basic assumptions of organizational behavior; Contributing disciplines to the field of organizational behavior; Individual behavior as an input-output system; Mental process: beliefs, attitudes, values, needs, motives and behavior; Emotions and Cognitive dissonance; New challenges for manager in OB.

Unit 2: Perception and Learning

4 LHs

Concept of perception; Perceptual process; Factors affecting perception; Attribution theory; Attribution errors; Perception and individual decision making; Concept and principles of learning; Learning theories: cognitive learning and social learning; Behavior modification.

Unit 3: Personality and Job satisfaction

4 LHs

Concept and types of personality; Personality traits and characteristics; Determinants of personality; Emotions and personality; Major personality attributes influencing organizational behavior; Concept and importance of job satisfaction; Measuring job satisfaction; Effects of job satisfaction on employees' performance.

Unit 5: Organizational Conflict and Stress

3 LHs

Conflict: concept, nature, and types; Sources of conflict; Approaches to conflict management; Resolving conflict through negotiation; Functional and dysfunctional conflicts; Organizational stress: concept, causes and managing stress.

Unit 6: Organizational Change and Development

3 LHs

Concept and forces of change; Resistance to change; Approaches to managing organizational change: Lewin's three steps model; Organizational development (OD): concept and features of OD.

Unit 7: Introduction to leadership

4 LHs

Understanding leaders and leadership; Leaders and managers; leadership effectiveness; Attributes of effective leaders; Developing leadership skills; Pre-requisites of organizational leaders; Leadership taxonomy; Current issues in leadership.

Unit 8: Theories of effective leadership & Contemporary Leadership Styles

6 LHs

Contingencies Theories: Fiedler's contingency theory, Cognitive resource theory, Path goal theory, Situational leadership theory and Multiple linkage model; Contemporary leadership styles: Transactional leadership, Transformational leadership, Charismatic leadership, Value-based leadership, Spiritual and servant leadership, Boundary spanning & team leadership.

Unit 9: Leadership Behavior and Leadership Development

2 LHs

Concept of leader behaviors: supportive, directive, participative; Professional development to leaders: coaching, mentoring, counselling; Leadership development mechanisms: recruitment, training & learning, delegation, mentoring, experiential learning, 360-degree appraisal.

Suggested Readings

Arnold, H.J. &Fieldman, D.C. ***Organizational Behavior***. New York: McGraw Hill Book Company.

Dwivedi,R.S.,***Human Relations and Organizational Behavior:A Global Perspective***. New Delhi: Macmillan India Limited.

Newstorm, J.W., ***Organizational Behavior: Human Behavior at Work***, New Delhi: Tata McGraw_Hill Publishing company.

Robbins, S.P., ***Organizational Behavior***, New Delhi: Pearson.

Halder, U.K , ***Leadership and Team Building***, Oxford University Press New Delhi, India

Chalise,M & Gautam,P, ***Leadership and Organizational Behavior*** , KEC Publication, Kathmandu, Nepal

Macroeconomics for Business

BBM 2nd year

*Credit: 2
Lecture Hours: 32*

Course Objective

This course aims to develop students' understanding of the macroeconomic theories, issues, and policies to enhance their skills in analyzing the economic environment for business.

Course Description

This course comprises an introduction to macroeconomics, national income accounting, consumption, saving and investment, Income determination models: classical, Keynesian, and IS-LM models, macroeconomic issues, and policies.

Course Learning Outcomes

By the completion of the course students will be able to:

- Explain the nature of macroeconomics and the circular flow of income and expenditure and assess the relationship between macroeconomics and the economic environment for business.
- Explain the concepts of national accounts and measure GDP.
- Derive consumption function, saving function, investment function, investment multiplier, government expenditure multiplier, tax multiplier, and foreign trade multiplier.
- Determine the equilibrium level of income and employment in Classical, Keynesian, and IS-LM models.
- Discuss macroeconomic issues.
- Describe monetary policy and fiscal policy and explore the effect of change in monetary policy and fiscal policy on the national economy.

Course Details

Unit 1: Introduction to Macroeconomics

3 LHs

Macroeconomics: concept and scope, Relationship between macroeconomics and economic environment for business; Circular flow of income and expenditure in a closed and open economy.

Unit 2: National Income Accounting

5 LHs

National income accounting: concepts; GDP: concepts and measurement; Other national accounts: NDP, GNP, NNP, NI, PI, GNDI, DI and per capita income, Nominal GDP, Real GDP, price indexes, and inflation.

Unit 3: Consumption, Saving, and Investment

4 LHs

Consumption function: concept, technical attributes, and determinants; Saving function: concept, technical attributes, and determinants; Investment function: concept and types, concept of MEC and investment demand curve, investment function, and determinants of investment.

Unit 4: Theories of Employment and Income Determination

10 LHs

Classical theory of employment; Keynesian model of income determination in a closed and open economy; Multiplier: investment multiplier, fiscal multipliers (tax multiplier,

government expenditure multiplier), and foreign trade multiplier; Paradox of thrift; IS-LM Model of Income Determination: derivation of IS and LM curves, determination of equilibrium income, Effects of monetary and fiscal policies on equilibrium income.

Unit 5: Macroeconomic Issues and Policies

10 LHs

Inflation: concept and computation, demand-pull and cost-push inflation, effects; Concept of deflation and stagflation; Unemployment: concept and types, costs of unemployment; Business cycles: concept, and phases. Money supply: concepts; Balance of payments: concepts and components, Exchange rate: concept and types; Concepts of economic growth and development; Monetary policy: concepts, types, instruments, and goals, Fiscal policy: concepts, methods, instruments, and goals;

Basic Books

Abel, A.B. and Bernanke, B.S. **Macroeconomics**, Singapore, Pearson Education. Latest Edition
Dwivedi, D. N. **Macroeconomics: Theory and Policy**, New Delhi, Tata McGraw Hill Education. Latest Edition

References

McConnell and Brue, **Economics: Principles, Problems and Policies**, New York, McGraw Hill. Latest Edition

Shrestha, R.G. and Adhikari, G.M. **Macroeconomics for Business: Text, and Cases, Kathmandu, KEC Publication. Latest Edition**

Todaro, M.P. **Economics in the Third World**, Hyderabad, Orient Longman, Ltd. Latest edition

Other suggested readings: Various Publications and Journals of Nepal Rastra Bank, Ministry of Finance, National Planning Commission, Central Bureau of Statistics, World bank, ADB, OECD and So on.

Seminar on Contemporary Issue of Macroeconomics

BBM-II

Credit:1

Lecture Hours: 16

Course Objective

The purpose of this course is to provide practical exposure to contemporary macroeconomic issues and policies from global and Nepalese perspectives through seminar paper presentations so that students can assess the macroeconomic effect on business.

Course Description

This course focuses on the concept and methods of seminar paper presentation on one side and the other side, it comprises recent situation, growth, and trends of the global and national economy in the area of inflation, monetary policy, government budget, national accounts, foreign employment, foreign direct investment, financial inclusion, public-private partnership, and fiscal federalism.

Course Learning Outcomes

By the completion of the course students will be able to:

- Get the skills to develop a seminar paper and present it
- Describe monetary policy, fiscal policy, and inflation of Nepal and explore the effect on business
- Analyze and present the national accounts of Nepal
- Discuss privatization, economic liberalization, foreign employment, foreign direct investment, financial inclusion, public-private partnership, and fiscal federalism in Nepal
- Assess the effect of the global economy on business

Learning strategies

- The student will extensively review the conceptual paper/ theoretical paper/research paper based on theoretical and empirical review
- Students need to prepare the paper with the close guidance of a Faculty member/course instructor
- Faculty member reviews and accepts or advises on the revision of the review-based paper
- Upon completion of the review paper, the student submits a final review paper to the faculty member at the department/campus
- Student should appear in a seminar (presentation of review paper) that will be evaluated by concerned faculty members and other experts.
- Faculty members and experts jointly award the grades.

Course Contents

1. Theoretical Orientation

7 LHs

Concept of the seminar, webinar, workshop, symposium, conference, and training; Seminar paper and its structure; Procedure for article searching, article reading, drawing materials for a seminar paper, seminar paper writing, and seminar paper presentations; Introduction to issues/theme of seminar and concept of the thematic review

2. Development and Presentation of Paper

9LHs

The faculty member/course instructor will give contemporary macroeconomic issues from a global and Nepalese perspective. Students will review several related articles/papers on given issues and develop the slides for presentation and thematic paper as the outcome of the seminar.

Evaluation

A student is required to undertake a review-based research assignment and prepare a seminar paper at the end of the session. The seminar paper must be presented in the format as prescribed by the concerned faculty/ course instructor. Evaluation of the seminar paper and presentation shall be based on the following bases:

- Written Report (Seminar paper): 70 %
- Presentation: 30%

Issues/Themes Elaboration

- Inflation of Nepal
- Monetary policy of Nepal
- Government budget of Nepal
- National accounts of Nepal
- Private and economic liberalization
- Foreign employment and remittance in Nepal
- Foreign direct investment in Nepal
- Financial inclusion in Nepal
- Public-private partnership in Nepal
- Fiscal federalism in Nepal
- Growth and trends of the global economy

Faculty member/course instructor can assign topics of contemporary economic issues other than those above.

References

Monetary policy of Nepal Rastra Bank, Budget of the government of Nepal, National Accounts published by Central Bureau of Statistics, Publications of World Bank, ADB, IMF, articles, critical books, and reports published by national and international organizations/ researchers on contemporary economic issues.

Seminar on Leadership & Organizational Behavior

(BBM 2nd Semester)

Credits: 1

Lecture Hours: 16

Course Description and Objective

This course aims to help the students to acquire in-depth knowledge of the literatures of leadership and organizational behavior mainly, theory and empirical evidences and to give the students practical experience by conducting a review based research project in emerging issues.

The emphasis of this course will be on recent contributions to theory and practice of leadership & OB within Nepal and globe. The course will cover articles, dissertation, project work, books etc. published in the areas of leadership & OB.

Learning Outcomes

On successful completion of this course, students will be able to:

- Familiarize with theory and empirical evidences of nature of leadership & OB practices in contemporary organization;
- Examine theories and empirical evidences on leadership & OB and enhance their abilities; in conducting research in the areas
- Understanding the emerging issues of leadership and OB and contextualize in the Nepalese settings
- Aware the theories and research results in the area of leadership and OB;
- Impart the knowledge of theory, empirical evidences and applications in the issues of leadership and OB
- Develop review based paper as outcome of seminar in the different areas of leadership & OB

Learning strategies

- The student will extensively review the conceptual paper/ theoretical paper / research paper on the basis of theoretical and empirical review
- Students need to prepare the paper with the close guidance of concerned teacher / course convener/faculty member
- Faculty member reviews and accepts or advises for revision of the review based paper
- Upon completion of review paper the student submits a final review paper to the faculty member at the department/campus
- Student should appear in seminar (presentation of review paper) that will be evaluated by concerned faculty member and other experts.
- Faculty member and expert jointly award the grades.

Seminar operationalization

- **Theoretical orientation**

6 LHs

Introduction to workshop module (Article searching, article reading, drawing materials for seminar paper for presentation)

Introduction to issues/theme of seminar and concept of thematic review

- **Implementation of seminar** **6 HRs**
- **Thematic Review/ Development & presentation of paper** **4 HRs**

Faculty member/course instructor may give issues related to OB and leadership. Students should review number of related articles/papers on given issues and develop the slides for presentation and thematic paper as outcome of seminar.

Evaluation

A student is required to undertake a review based research assignment and prepare a seminar paper at the end of the session. The seminar paper must be presented in the format as prescribed by concerned faculty/ course instructor. Evaluation of the seminar paper & presentation shall be based on the following bases:

- Written Report (Seminar paper): 70 %
- Presentation: 30%

Content/ issues elaboration

Project report/review paper is the final output of the seminar in leadership and OB course. The following contents will be

- a) Contemporary issues of Leadership and OB
- b) New challenges for managers in OB
- c) Effects of job satisfaction on employee's performance
- d) Current issues in leadership and OB
- e) Conflict management in organization
- f) Transformational leadership and employee's performance
- g) Leadership development programs in Nepalese organization
- h) Culture & ethnic differences
- i) Workforce diversity and diversity management
- j) Others

References

Articles, critical books, seminar papers, and dissertations, published internationally, regionally and locally in the area of management.