

4. Jain and Narang–‘Advanced Accountancy’ Kalyani Publications, New Delhi.
5. S.N. Mheswari–‘Advanced Accountancy’
6. Compendium of statement and standard of Accounting. The Institute of Chartered Accountants of India.
7. Rajan Chougule, Dhaval Chougule–  
“Theory and practice of Computer Accounting” Modern Publication, Kolhapur.

Note- College should make a provision of necessary computers for commerce department to train the students in computer Accounting as prescribed in the syllabus.

## Shivaji University Kolhapur

Syllabus in accordance with NEP- 2020  
with effect from Academic Year 2022-23

### B.Com-I (Semester-II)

DSC-5: Discipline Specific Course

### Management Functions and Application-Paper-II

**Credits: 04**

60 hours Course	Course Content	Total 50 Marks
<b>Course Outcomes:</b>	After completing this course, students will be able: 1. To get an idea about motivation concept and theories 2. To develop their leadership skill 3. To understand and utilize techniques of coordination and control 4. To understand various emerging issues in management like green management and to understand concept of Change	(Marks: 40 for Examination 10 for Internal Assessment)
<b>Unit-I:</b>	<b>Motivation</b>	<b>(15 hours)</b>
	Motivation: Concept, Importance, Financial and Non - financial Motivation, Human Relationship approach. Theories of Motivation - Maslow's Need-Hierarchy Theory; Herzberg's Two-factor Theory, Douglas McGregor's Theory X and Y	
<b>Unit-II:</b>	<b>Leadership</b>	<b>(15 hours)</b>
	Leadership - Concept, Importance, Qualities of Leader, Styles of Leadership, Case study of leadership of Shivaji Maharaj, Mahatma Gandhi and Dr. Babasaheb Ambedkar.	
<b>Unit-III:</b>	<b>Co-ordination and Control</b>	<b>(15 hours)</b>
	Concept, Need and Techniques of Co-ordination. <b>Control</b> -Concept, Need of control, Process of Controlling, Techniques of Control –Traditional and Modern.	
<b>Unit-IV:</b>	<b>Emerging issues in Management Corporate Social Responsibility:</b>	<b>(15 hours)</b>
	Meaning and Importance. <b>Green Management</b> – Concept and Importance. <b>Change Management:</b> Concept, Need for Change, Resistance to Change, Overcoming Resistance to Change	

### List of Reference Books - Management Functions and Application Paper- II (Semester II)

1. Harold Koontz and Heinz Weihrich, Essentials of Management: An International and Leadership Perspective, McGraw Hill Education.
2. Stephen P Robbins and Madhushree Nanda Agrawal, Fundamentals of Management: Essential Concepts and Applications, Pearson Education.
3. George Terry, Principles of Management, Richard D. Irwin