



Pimpri Chinchwad Education Trust's
S. B. PATIL INSTITUTE OF MANAGEMENT

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 NBA Accredited | NAAC Accredited

Sector No. 26, Pradhikaran, Nigdi, Pune - 411 044.

Phone: 020-27656900 / 87960 76060 / 78875 70600

Email: sbpatilmba@gmail.com, Website: www.sbpatilmba.com



List and Description of Courses integrating crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum

PE - Professional Ethics, G - Gender, HV - Human Values, ES - Environment and Sustainability indicates respective coverage transacting the syllabus.

Sr. No.	Course No.	Course Name	Cross Cutting Issues				Description
			PE	G	HV	ES	
1	101	Managerial Accounting	PE	-	-	-	<ul style="list-style-type: none"> Covers conceptual understanding of fundamentals of financial, cost and management accounting. Covers Evaluation of financial impact of the decision taken as a Management Professional.
2	102	Organizational Behaviour	PE	G	HV	-	<ul style="list-style-type: none"> Students gets a clear understanding about Diversity at workplace and hence they learn to be sensitive towards cross cultural professional ethics. An understanding of various personality and emotional intelligence of male and female is achieved. Helps to understand and recognize human as individual with different attitude, personality and hence different human values.
3	103	Economic Analysis for Business Decisions	PE	-	-	ES	<ul style="list-style-type: none"> The various issues in an economics context are identified and highlight their significance from the perspective of business decision making such as Social Cost of industry. Studies of Phases of Business Cycle at its impact on Sustainability and Environment.

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4	104	Business Research Methods	PE	-	-	-	<ul style="list-style-type: none"> This course helps the student to understand how business research is conducted scientifically and systematically. This course contribute in learning the ethics and code of conducts in research work.
5	105	Basics of Marketing	PE	G	HV	ES	<ul style="list-style-type: none"> Students are going to learn marketing environment, sustainability, gender and professional ethics before developing new product in the market. They can segment the market on the basis of gender and other demographic factors of segmentation. * Students can develop their professional ethics after completion of this course and apply in corporate life.
6	106	Digital Business	PE	G	-	ES	<ul style="list-style-type: none"> Explains conceptual framework of e-com, mobile commerce and social commerce and its impact on society. Details of impact of information, mobile, social, digital, IOT and related technologies on society, markets & Gender.
7	107	Management Fundamentals	PE	-	HV	-	<ul style="list-style-type: none"> Basic functions of management designed for professionalism which includes ethics and values as central theme. Ability to take Decision-Making on different approaches like Environmental Approach, Ethical Approach.
8	108	Indian Economy	PE	-	-	ES	<ul style="list-style-type: none"> Students able to understand the Theory of Demographic Transition, Size and Growth Rate of Population in India. The Liberalization, Privatization and Globalization (LPG) Model of Development enables to understand the cross border issues and its impact on Environment and Sustainability

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9	109	Entrepreneurship Development	PE	G	HV	ES	<ul style="list-style-type: none"> Students able to create business plan before starting business considering environment, sustainability, gender and professional ethics Able to judge the support to startup enterprises for men and women entrepreneurs.
10	113	Verbal Communication Lab	PE	G	HV	-	<ul style="list-style-type: none"> Students learn to communicate well, study the basics of communication, inculcate respect for all genders, understand diversity at workplace and learn to be more sensitive towards cross cultural issues. Students can understand communicating effectively with different personalities, imbibe human values and adopt professional ethics in their personality.
11	114	Enterprise Analysis & Desk Research	PE	-	-	ES	<ul style="list-style-type: none"> Students understand professional ethics followed in different organisations and its impact on image of the corporate. Learning steps taken by corporate towards adopting measures for better environment friendly products, services and processes that ensure sustainability.
12	201	Marketing Management	PE	G	HV	ES	<ul style="list-style-type: none"> Describe the key terms associated with the 4 Ps of marketing, various approaches to pricing, various channel options, various communication mix elements and marketing plan for a real world marketing offering. Consideration of Ethics, Gender and Overall Environmental impact are given while understanding Marketing Concepts.

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13	202	Financial Management	PE	-	-	ES	<ul style="list-style-type: none"> Elaborate ethics and governance to be followed while designing financial policies for corporate. Addresses the issues involved in to effect of financial decisions on environment and sustainability as whole.
14	203	Human Resources Management	PE	G	HV	-	<ul style="list-style-type: none"> Elaborates the professional ethics through policy designing for organizations. All functions of the Human Resource should be designed with fairness and transparency.
15	204	Operations & Supply Chain Management	PE	-	-	ES	<ul style="list-style-type: none"> Evaluate professional ethics especially in the area of designing and manufacturing of goods in the organisation All functional areas of manufacturing and supply chain impacts on organisation and responsible for sustaining in the competitive environment.
16	207	Contemporary Frameworks in Management	PE	-	HV	-	<ul style="list-style-type: none"> Modern frameworks dealing with Leadership which is ethical and value driven.
17	209	Start Up and New Venture Management	PE	G	HV	ES	<ul style="list-style-type: none"> Students can design innovative and sustainable business plan. Special benefits have been designed for the women entrepreneurs. Professionally managed team can successfully run any kind of organization.
18	211	Business, Government & Society	PE	G	-	ES	<ul style="list-style-type: none"> Students will be able to understand Blending of People Technology and Ethical Behaviour, Achieving Business Success through Social Responsibilities, Changing Workplace - Influence of demography, influence of technology, gender issues, social justice and affirmative action, Industrial Relations.

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19	205 MKT	Marketing Research	PE	G	-	ES	<ul style="list-style-type: none"> Explores the Professional approach of conducting research, while maintaining the research ethics, Prompts, Students will also explore the demographics of the research in study which encompasses the gender as a variable for consumer behaviour study.
20	205 FIN	Financial Markets and Banking Operations	PE	-	-	ES	<ul style="list-style-type: none"> Develops necessary competencies expected of a finance professional. Role of central bank in money market and Role of SEBI in Capital Market in controlling unethical practices. Use of Electronic Banking on saving Environment
21	206 FIN	Personal Financial Planning	PE	G	-	-	<ul style="list-style-type: none"> Ethics related to Transferring assets during life time, Power of Attorney, and Transferring assets post death i.e. Nominations, Will, and Creating Trusts.
22	219 FIN	Direct Taxation	PE	-	-	-	<ul style="list-style-type: none"> Describes ethics to be followed while determine tax liability, filing of tax return, payment of taxes on time as per the schedule and refrain from tax avoidance and tax evasion.
23	206 HR	Employee Relations & Labour Legislation	PE	G	HV	ES	<ul style="list-style-type: none"> Labour laws deals with values, transparency, ethics and compliance to these laws will create a sustainable work place.
24	301	Strategic Management	PE	G	HV	ES	<ul style="list-style-type: none"> Learns professional ethics in shaping strategic decisions and analyze ethical implications of various strategic choices. Able to explore gender dynamics in the workplace and their impact on strategic decision-making and analyze strategies for promoting gender-inclusive practices in organizations.

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							<ul style="list-style-type: none"> Examine the role of human values in shaping organizational culture. * Covers concept of sustainability & understand the integration of environmental considerations into business strategies.
25	302	Decision Science	PE	-	-	ES	<ul style="list-style-type: none"> Encourages and acknowledgement of the heterogeneity of people's experiences and underlying values. Provides a robust framework for complex decisions related to environmental sustainability and conservation, including for energy and water, fisheries and wildlife management, agriculture, and climate change response.
26	303	Summer Internship Project	PE	-	HV	-	<ul style="list-style-type: none"> Students will get practical exposure to a corporate environment, learn to behave in a professionally, learn basics of ethics and human values.
27	307	International Business Environment	PE	G	-	ES	<ul style="list-style-type: none"> Helps students understand the International business environment, the importance of MNC, FPI and FDI with regard to developing economies, about cross cultural issues and ethics. Create and present cases pertaining to different WTO agreements, the current global economic climate and environment & sustainability.
28	310	Corporate Governance	PE	-	-	ES	<ul style="list-style-type: none"> This Course helps the student to understand the professional ethics and compliance aspects. This course address the Corporate Social Responsibility and Sustainability issues.

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29	311	Management of Non-profit organizations	PE	-	HV	ES	<ul style="list-style-type: none"> Sensitizing students towards working of NPOs which is value driven, and portrays professional ethics ultimately leading to sustainability.
30	305 MKT	Sales and Distribution Management	PE	G	HV	ES	<ul style="list-style-type: none"> Understand professional skills required for sales manager. Develop and implement sustainable distribution channel
31	304 FIN	Advanced Financial Management	PE	-	-	-	<ul style="list-style-type: none"> Elaborate concepts like legal aspects of mergers and acquisitions, anti-takeover guidelines etc. which ensures sense of professional ethics in designing corporate financial policies.
32	305 HR	Human Resource Operations	PE	G	HV	ES	<ul style="list-style-type: none"> Labour laws deals with values, transparency, ethics and compliance to these laws will create a sustainable work place.
33	402	Indian Ethos & Business Ethics	PE	-	HV	ES	<ul style="list-style-type: none"> Value Based Management, Impact of values on Stakeholders Management lessons from Indian heritage scriptures Corporate Social Responsibility, Current ethical issues like Bank scams, Airlines etc. Intellectual Property Rights and Business Ethics Course covers Professional Ethics, Human Values, Sustainability and Environment
34	408	Corporate Social Responsibility & Sustainability	PE	-	HV	ES	<ul style="list-style-type: none"> Students will understand the concept of CSR & sustainability through reports and cases. Climate change, ecological balance, Carbon foot print, green development, Professional ethics, human values and environment issues will be addressed too.

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35	404 HR	Current Trends & Cases in Human Resource Management	PE	G	HV	ES	<ul style="list-style-type: none"> Current Trends in HR takes care of all the contemporary trends which are Ethical, Unbiased, and Sustainable.
36	415 HR	E - HRM	PE	-	-	ES	<ul style="list-style-type: none"> Online HR practices which are Ethically driven and Green Practices in HR leads towards Sustainability

Dr. Kirti Dharwadkar
Director