



दिग्विजयनाथ स्नातकोत्तर महाविद्यालय

गोरखपुर-273001

(नैक प्रत्यायित 'B++' श्रेणी)

सम्बद्ध

दीनदयाल उपाध्याय गोरखपुर विश्वविद्यालय, गोरखपुर

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1.1.1. - Additional information





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प्राचार्य
दिग्विजयनाथ स्नातकोत्तर महाविद्यालय
गोरखपुर

Teaching Plan Session 2023-24

Department : Commerce M.Com.II (IV Semester)			Paper : Conflict Resolution & Stratgic Negotiation		
			Paper Code-PGCOM518		
	Date	Topic	Books/Reference	Teaching Method	Teaching Aids
Feb.2024 UNIT -I	12	Introduction of Syllabus	B.P Rath and Shrikant Mishra	Lecture	NA
	13	Concept of Conflict	„ „	Lecture	NA
	14	Different of Models of Conflict	B.P Rath and Shrikant Mishra	Lecture	NA
	19	Functional & Dysfunctional Conflict	„ „	Lecture	NA
	20	Different Sources of Conflict	B.P Rath and Shrikant Mishra	Lecture	NA
	21	Intra-Personal Conflict	„ „	Lecture	NA
	26	Interpersonal Conflicts	B.P Rath and Shrikant Mishra	Lecture	NA
UNIT -II	27	Role of Management in Conflict	„ „	Lecture	NA
	28	Degree of Conflict Development	B.P Rath and Shrikant Mishra	Lecture	NA
March,2024	4	Leadership Grid Approach	„ „	Lecture	NA
	5	Behavior Style of Conflict Handling	B.P Rath and Shrikant Mishra	Lecture	NA
	11	Techniques to Resolve Team Conflict	„ „	Lecture	NA
UNIT-III	12	Concepts of Negotiation	B.P Rath and Shrikant Mishra	Lecture	NA
	13	Characteristics of Negotiations	„ „	Lecture	NA
	18	Concepts of Approaches to Negotiation	B.P Rath and Shrikant Mishra	Lecture	NA
	19	Components of Negotiations Performance	„ „	Lecture	NA
	20	Types of Negotiations	B.P Rath and Shrikant Mishra	Lecture	NA
	26	Negotiations Styles	„ „	Lecture	NA
	27	Factors Determining Appropriate & Negotiations Style	B.P Rath and Shrikant Mishra	Lecture	NA
Aprial,2024 UNIT-IV	1	Concept of Third Party Intervention	„ „	Lecture	NA
	2	Different types of Third Party Intervention	„ „	Lecture	NA
	3	Needs of Third Party Intervention	„ „	Lecture	NA
	8	Concept & Merits of Mediations	„ „	Lecture	NA
	9	Process Consultations	B.P Rath and Shrikant Mishra	Lecture	NA
UNIT-V	10	Concept of Alternative Dispute Resolution	„ „	Lecture	NA
	15	Concept of Power	B.P Rath and Shrikant Mishra	Lecture	NA
	16	Type of Power	„ „	Lecture	NA
	22	Recognizing Available Power	„ „	Lecture	NA
	23	Role of Power in Negotiations	„ „	Lecture	NA
	24	Concept of Behaviour and Conflict	„ „	Lecture	NA
	29	Understanding Self : Johari Window	„ „	Lecture	NA
	30	Transactional Analysis & Conflict Handling	„ „	Lecture	NA

Dr. Subhash Kumar Gupta (Assistant Professor)

NA

Teaching Plan Session 2024-25

Teaching Plan Session 2024-25			Paper : Goods and Services Tax		
Department : Commerce B.Com.III (V Semester)			Paper Code: COM303 & COM304		
	Date	Topic	Books/Reference	Teaching	Teachin
UNIT -I July	15	Introduction of GST	H.C Mehrotra & Priya Mahajan	Lecture	NA
PAPER 1	16,18	Concept of GST and Feature	" "	Lecture	NA
	19,20	Difference Between Direct Tax and Indirect Tax	H.C Mehrotra & Priya Mahajan	Lecture	NA
	22,23	Type of GST before GST	" "	Lecture	NA
	24	Tax Structure of India	H.C Mehrotra & Priya Mahajan	Lecture	NA
	25	Objective & Importance of GST	" "	Lecture	NA
	26,27	Input and Output GST	H.C Mehrotra & Priya Mahajan	Lecture	NA
	29,30	Dual GST System	" "	Lecture	NA
	31	Taxation Mechansim Under GST	H.C Mehrotra & Priya Mahajan	Lecture	NA
August	1,2,3	Concept of GST Council & Function	" "	Lecture	NA
	5	GST Network	H.C Mehrotra & Priya Mahajan	Lecture	NA
UNIT -II	6	Cocept of Supply	" "	Lecture	NA
	7,8	Type of Supply	H.C Mehrotra & Priya Mahajan	Lecture	NA
	9,10	Concept of TOS	" "	Lecture	NA
	12,13	TOS under Reverse Charge Mechanism	H.C Mehrotra & Priya Mahajan	Lecture	NA
	1,16	Time of Supply of Goods	" "	Lecture	NA
	17,20	Time of supply of Services	H.C Mehrotra & Priya Mahajan	Lecture	NA
	21,22	Provsions Related with Change In GST Rate	" "	Lecture	NA
	23,24	Concept of Palace of Supply of Goods	H.C Mehrotra & Priya Mahajan	Lecture	NA
	27,28	Concept of Palace of Supply of Services	" "	Lecture	NA
	29	Concept of Value of Supply of Goods & Services	" "	Lecture	NA
		Determination of GST Liability	" "	Lecture	NA
UNIT-III Sep.	2,3	Concept of ITC	" "	Lecture	NA
PAPER 2	4,5	Example of ITC	H.C Mehrotra & Priya Mahajan	Lecture	NA
	6,7	Cocept of Block Credit	" "	Lecture	NA
	9,10	Maching , Reversal and Reclaim of ITC	H.C Mehrotra & Priya Mahajan	Lecture	NA
	11,12	Payment Under GST	" "	Lecture	NA
	13,14	Payment of Tax	" "	Lecture	NA
	17,18	Main Feature of GST Payment Process	" "	Lecture	NA
	19,20	Electronic cash ledger, Electronic credit ledger a	" "	Lecture	NA
	21	Refund of Excess GST	" "	Lecture	NA
UNIT-IV	23,24	Return Under GST	" "	Lecture	NA
	25,26	Different type of Return & Due date of Filing Ret	" "	Lecture	NA
	27,28	Assesment Under GST	" "	Lecture	NA
	27,28	Concept of GST Registration	" "	Lecture	NA
	30	Amended and Cancellation of Registration	" "	Lecture	NA
OCT.	1,3	Accounts & Records: Manner of Maintenance of	" "	Lecture	NA
	4,5	Periods of Retention of Relevent Records	" "	Lecture	NA
	7,8	Concept of Invoice : Format	" "	Lecture	NA
	9,10	Type of Debit and Credit Note, Voucher	" "	Lecture	NA
	11,14	Concept of Audit and Type	" "	Lecture	NA
	15,16	Department and Specific Audit	" "	Lecture	NA
	17,18,19	Penalty and Under GST, E-way Bill	" "	Lecture	NA
	21,22,23	Objective Question Practices	" "	Lecture	NA
	24,25	Objective Question Practices	" "	Lecture	NA
	26,28	Objective Question Practices	" "	Lecture	NA
	29,30	Objective Question Practices	" "	Lecture	NA
NOV.	1,5,6	Objective Question Practices	" "	Lecture	NA

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Teaching Plan Session 2024-25

Paper : Industrial Relations & Labour Legislation

Department : Commerce M.Com.II (III Semester)			Paper Code: PGCOM515HR-3		
	Date	Topic	Books/Reference	Teaching	Teaching
UNIT -I JULY	15	Introduction of Syllabus	B.P Rath and Shrikant Mishra	Lecture	NA
	16	Industrial Relation in India	" "	Lecture	NA
	18	Nature & Scope of Cost Accounting	B.P Rath and Shrikant Mishra	Lecture	NA
	22	Evolution of Industrial Relation	" "	Lecture	NA
	23	Approaches to Industrial Relation	B.P Rath and Shrikant Mishra	Lecture	NA
	24	Contextual and Constitutional Framework	" "	Lecture	NA
	25	Industrial Relation Strategy	B.P Rath and Shrikant Mishra	Lecture	NA
	29	Emerging Trends & Challenges in Industrial Relation	" "	Lecture	NA
UNIT -II	30	Historical Evolution of Trade Unions	B.P Rath and Shrikant Mishra	Lecture	NA
	31	Function of Trade Unions and National Level Foundation	" "	Lecture	NA
AUGUST	1	Trade Unions Act, 1926 and Recent Amendments	B.P Rath and Shrikant Mishra	Lecture	NA
	5,6	Collective Bargaining Perspective	" "	Lecture	NA
	7,8	Stages and Prerequisites for Collective Bargaining	B.P Rath and Shrikant Mishra	Lecture	NA
	12,13	Type of Collective Bargaining Contracts	" "	Lecture	NA
UNIT-III	14	Concepts of Grievance Redressal	B.P Rath and Shrikant Mishra	Lecture	NA
	20,21	Concept of Discipline Mechanisms	" "	Lecture	NA
	22,27	Grievance and Redressal Approaches and Nature of Grievance	B.P Rath and Shrikant Mishra	Lecture	NA
	28,29	Procedure and Grievance Redressal Mechanisms.	" "	Lecture	NA
UNIT-IV SEP	2,3	Concept of Industrial Conflates	B.P Rath and Shrikant Mishra	Lecture	NA
	4,5	Concept of Regulation of Industrial Disputes	" "	Lecture	NA
	9,10	Contextual Framework, Object and Schemes	" "	Lecture	NA
	11,12	Industrial and Individual Disputes	" "	Lecture	NA
	17,18,19	Participations in Industrial Disputes & Settlement of Disputes	" "	Lecture	NA
UNIT-V	23,24	Concept of Worker Participation in Industry	B.P Rath and Shrikant Mishra	Lecture	NA
	25,26	Concept of International Labour Organisation	" "	Lecture	NA
	30	Form of Participation & Impact of Participation	B.P Rath and Shrikant Mishra	Lecture	NA
OCT	1,3	Genesis of ILO	" "	Lecture	NA
	7,8	The Philadelphia Charter	" "	Lecture	NA
	9,10	Membership and Major Activities of the ILO	" "	Lecture	NA
	14,15	Objective Question Practices	" "	Lecture	NA
	16,17	Objective Question Practices	" "	Lecture	NA
	21,22	Objective Question Practices	" "	Lecture	NA
	23,24	Objective Question Practices	" "	Lecture	NA
	28,29,30	Objective Question Practices	" "	Lecture	NA
NOV	5,6,8,10	Objective Question Practices	" "	Lecture	NA
			" "		

Dr. Subhash Kumar Gupta (Assistant Professor)

Teaching Plan Session 2024-25					
			Paper : Management of Transformation		
Department : Commerce M.Com.II (III Semester)			Paper Code: PGCOM514HR-2		
	Date	Topic	Books/Reference	Teaching Method	Teaching Aids
UNIT -I JULY	3	Introduction of Syllabus	D.H Whittaker & M. Hammer	Lecture	NA
	4 &5	Concept of transformation	" "	Lecture	NA
	6	Transformation VS Change	D.H Whittaker & M. Hammer	Lecture	NA
	10,11	Nature of Transformation	" "	Lecture	NA
	12,13	Process of Planned Changed	D.H Whittaker & M. Hammer	Lecture	NA
	18,19	Resistance to Change	" "	Lecture	NA
	20,24	Emerging Horizons of management in Changing Envi	D.H Whittaker & M. Hammer	Lecture	NA
	25,26	Resent Development in Corporate Leadership	" "	Lecture	NA
	27	Transformational Leadership	D.H Whittaker & M. Hammer	Lecture	NA
	31	Charismatic Leadership	" "	Lecture	NA
UNIT -II August	1	Concept of Leadership from Within	D.H Whittaker & M. Hammer	Lecture	NA
	2,3	Needs & importanctace of developing leadership form	" "	Lecture	NA
	8,9	Steps for Developing leadership from within.	D.H Whittaker & M. Hammer	Lecture	NA
UNIT-3	10,14	Concept of Tournaround management	" "	Lecture	NA
	16	Definitions of Sickness	D.H Whittaker & M. Hammer	Lecture	NA
	17,21	Causes and Symptoms of Sickness	" "	Lecture	NA
	22,23	Prediction of Sickness	D.H Whittaker & M. Hammer	Lecture	NA
	28,29	Revivel of Sick unit -Provisions of Companv Act.2013	" "	Lecture	NA
	24,28	Behavioral Economic and Technical Issues in Turnar	D.H Whittaker & M. Hammer	Lecture	NA
UNIT-4	29	Concept of BPR	" "	Lecture	NA
	30,31	Concept of BPR as a tool of Management transformati	" "	Lecture	NA
Sep	4,5	BPR an imperative for Survivel	" "	Lecture	NA
	6,7	The reengineering Imperatives in USA & Europe	" "	Lecture	NA
	11,12,13	The reengineering Imperatives in India	D.H Whittaker & M. Hammer	Lecture	NA
	14,18	Methodology to Implement BPR	" "	Lecture	NA
	20,21	BPR & TQM	D.H Whittaker & M. Hammer	Lecture	NA
UNIT-5	25,26	Concept of Management of Transformation Through	" "	Lecture	NA
	27,28	Concept of Management of Transformation Through I	" "	Lecture	NA
OCT	3,4	Technogical Revolution adoption	" "	Lecture	NA
	9,10	Adoption of Technology	" "	Lecture	NA
	11,16,17	Problems of Technology transfer	" "	Lecture	NA
	18,19	Innovative tech autonomous v/s induced inventions	" "	Lecture	NA
	23,24	Mgt of tech in relations to organizational Productvity	" "	Lecture	NA
	25,26	Quality of work life	" "	Lecture	NA
	30	Objective Question Practices	" "	Lecture	NA
NOV	1	Objective Question Practices	" "	Lecture	NA
	8,9	Objective Question Practices	" "	Lecture	NA
	10	Objective Question Practices	" "	Lecture	NA
			Dr. Subhash Kumar Gupta (Assistant Professor)		

Teaching Plan Session 2024-25					
			Paper : Accounting for Managerial Decision		
Department : Commerce M.Com.II (III Semester)			Paper Code: PGCOM512		
	Date	Topic	Books/Reference	Teaching Method	Teaching NA
UNIT -I July	15	Introduction of Syllabus	Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	16	Concept of Management Accounting	„ „	Lecture	NA
	18	Nature & Scope of Cost Accounting	Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	22,23	Nature and function of Cost Accounting	„ „	Lecture	NA
	24	Role of Management Accounting	Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	25	Cost Concept of Classification	„ „	Lecture	NA
	29,30,31	Activity Based Product Costing- Concepts & Uses	Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
August	5,6	Emerging Costing Approaches	„ „	Lecture	NA
UNIT -II	7,8	Concept of Variable & Absorption Costing	Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	12,13	Comparison of Variable & Absorption Costing	„ „	Lecture	NA
	14	Example Practice of Variable & Absorption Costing	Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	20,21,22	Application of Variable Costing	„ „	Lecture	NA
	27	Preparation of Income Statement with Example	Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	28,29	Concept of CVP Analysis	„ „	Lecture	NA
SEP	2,3	concept of Contribution Margin with Example	Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	4,5	Example of Practice BEP	„ „	Lecture	NA
	9,10	P/V Analysis with Example	Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	11,12	Different Example of Practice	„ „	Lecture	NA
UNIT-III	17,18	Concept of Relevant information and Short- Term M. I	Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	19	Concept of Making,Make/Bye with Example	„ „	Lecture	NA
	23,24	Concept of Add/Drop & Sell /Process with Example	„ „	Lecture	NA
	25,26	Concept of Operate/ Shut Down wirh Example	„ „	Lecture	NA
	30	Concept of Special Order with Example	„ „	Lecture	NA
OCT.	1,3	Product Mix Pricing Decisions with Example	Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	7,8	Optimal Use of Limited Resources	„ „	Lecture	NA
UNIT-IV	9,10	Concept, Nature & Function of Budgeting	Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	14,15	Preparation of Different type of Budgeting	„ „	Lecture	NA
	16,17	Concept, Advantage of Standard Costing	„ „	Lecture	NA
	21,22	Type of Standard Costing	„ „	Lecture	NA
	23,24	Concepts of Variance Analysis : Material ,Labour & Ov	„ „	Lecture	NA
	28	Managerial Uses of Variance	„ „	Lecture	NA
UNIT-V	29,30	Concept of Responsibility Accounting and Div.Perform	„ „	Lecture	NA
NOV	5	Responsibility Centre Cost Centre with Example	„ „	Lecture	NA
	6	Revenue Centre with Example	„ „	Lecture	NA
	8	Profit Centre & Investment Centre	„ „	Lecture	NA
	11	Concept of Responsibility Performance Reporting	„ „	Lecture	NA
					NA
			Dr. Subhash Kumar Gupta (Assistant Professor)		NA
					NA

Teaching Plan Session 2024-25					
Department : Commerce B.Com.II (III Semester)			Paper : Cost Accounting		
	Date	Topic	Books/Reference	Teaching Method	Teachi
UNIT -I July Paper 1	15	Introduction of Syllabus	Dr.B.K Agrawal, Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	16,18	Concept of Cost Accountig	" "	Lecture	NA
	19,20	Nature & Scope of Cost Accounting	Dr.B.K Agrawal, Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	22	Advantage of Cost Accounting	" "	Lecture	NA
	23	Installation of Cost Systems	Dr.B.K Agrawal, Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	24	Difference betw Cost Accounting & Financial Account	" "	Lecture	NA
	25	Classification of Cost	Dr.B.K Agrawal, Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	26	Material Purchase Storage	" "	Lecture	NA
UNIT -II August	27	Controal Of Material	Dr.B.K Agrawal, Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	29,30	Methods of Pricing Material Issued	" "	Lecture	NA
	31	Example Practice	Dr.B.K Agrawal, Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	1,2	Cocept of Labour Cost	" "	Lecture	NA
	3	labour Turnover	Dr.B.K Agrawal, Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	5	Idle Time	" "	Lecture	NA
	6	Overtime	Dr.B.K Agrawal, Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	8,9	Concept of Wage Payments	" "	Lecture	NA
UNIT-III Paper 2 Sep.	10,12	Methods of wage Payments	Dr.B.K Agrawal, Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	13,14	Time Rate Mehods	" "	Lecture	NA
	16,17	Piece Rate System	Dr.B.K Agrawal, Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	20,21	Incentive Schemes: Premium Bouns Methods	" "	Lecture	NA
	22,23	Rowan Premium Scheme	" "	Lecture	NA
	24,27	Concept of Combination of Time and Piece Rate Work	" "	Lecture	NA
	28,29	Example of Gantt Task Premium Scheme	" "	Lecture	NA
	30	Example of Emerson Eff. Premium Scheme	Dr.B.K Agrawal, Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	31	Cocept of Unit or Output costing Mathods	" "	Lecture	NA
	2,3	Methods of Determination unit Cost	Dr.B.K Agrawal, Dr. M.L Agrawal & P.C Tulsian	Lecture	NA
	4,5	Concept of Cost Sheet ,Objective, Advantage	" "	Lecture	NA
	6,7	Type of Cost Sheet with Example of Simple Cost Sheet	" "	Lecture	NA
	9,10	Example of Cost Sheet with Statement of Profit	" "	Lecture	NA
	11,12	Example of Comparative Cost Sheet	" "	Lecture	NA
	13,14	Concept of Tendor or Quotation Price	" "	Lecture	NA
	17,18	Calculation of Tendor Price	" "	Lecture	NA
UNIT-IV OCT.	19,20	Example of Tendor Price	" "	Lecture	NA
	21,23	Example of Tendor Price	" "	Lecture	NA
	24,25	Preparation of Reconciliation Statement	" "	Lecture	NA
	26,27	Example of Reconilation statement	" "	Lecture	NA
	28,30	Concept of Process Costing	" "	Lecture	NA
	1,3	Preparation of Process Accounts With Example	" "	Lecture	NA
	4,5	Treatment of Normal & Abnormal Wastage With Example	" "	Lecture	NA
	7,8,9	Treatment of Joint Product and By-Product With Exan	" "	Lecture	NA
	10,11	Concept of Contract Costing	" "	Lecture	NA
	14,15	Preparation of Contract Accounts with Example	" "	Lecture	NA
	16,17	Type of Contract Costing with Example	" "	Lecture	NA
	18,19	Determination of Profit on Completed & Incompleted	" "	Lecture	NA
	21,22	Concept of Operating Costing	" "	Lecture	NA
	23,24	Type of Operating Costing with Example	" "	Lecture	NA
	25,26	Example Practices of Operating Costing	" "	Lecture	NA
	28,29,30	Objective Question Practices	" "	Lecture	NA
NOV.	1,4,5,6,8,9	Objective Question Practices	" "	Lecture	NA

Dr. Subhash Kumar Gupta (Assistant Professor)

Teaching Plan Session 2023-24

			Paper : Human Resource Management		
Department : Commerce		M.Com.I (II Semester)	Paper Code: COM320 & COM321		
	Date	Topic	Books/Reference	Teaching Method	Teaching Aids
Feb,2024 Unit-I	12	Introduction of Syllabus	Prof. Harpreet Singh & Dr. Minam Yomso	Lecture	NA
	13	Concept of HRM	„ „	Lecture	NA
	16	Concept of Strategic HRM	Prof. Harpreet Singh & Dr. Minam Yomso	Lecture	NA
	17	Nature and function of Strategic HRM	„ „	Lecture	NA
	19	Themes of Strategic HRM	Prof. Harpreet Singh & Dr. Minam Yomso	Lecture	NA
	20	Concept Human Capital Management	„ „	Lecture	NA
	23	Role of HR Manager	Prof. Harpreet Singh & Dr. Minam Yomso	Lecture	NA
	24	Concept of Human Resource Planning	„ „	Lecture	NA
	26	Concept of Career Planning	Prof. Harpreet Singh & Dr. Minam Yomso	Lecture	NA
	27	Succession -Approaches and Issues	„ „	Lecture	NA
March ,2024	4	Concept of Job Analysis And Job Design	Prof. Harpreet Singh & Dr. Minam Yomso	Lecture	NA
UNIT-II	5	Job Analysis Techniques	„ „	Lecture	NA
	8	Job Evaluation Techniques	Prof. Harpreet Singh & Dr. Minam Yomso	Lecture	NA
	9	Job Description	„ „	Lecture	NA
	11	Concept of Job Specification	Prof. Harpreet Singh & Dr. Minam Yomso	Lecture	NA
	12	Concept of Job Design Approaches	„ „	Lecture	NA
UNIT-III	15	Job Characteristics	Prof. Harpreet Singh & Dr. Minam Yomso	Lecture	NA
	16	Concept of Competency Mapping	„ „	Lecture	NA
	18	Concept of Recruitment & Methods/ Tech.	Prof. Harpreet Singh & Dr. Minam Yomso	Lecture	NA
	19	Concept of Selection	„ „	Lecture	NA
	22	Selection Process & Methods	„ „	Lecture	NA
	23	Concept of Training & Development	„ „	Lecture	NA
	26	Factors affecting Recruitment & Sources of Recruit	„ „	Lecture	NA
	30	Basic Selection Model	Prof. Harpreet Singh & Dr. Minam Yomso	Lecture	NA
	1	Psychological tests for Selection	„ „	Lecture	NA
	2	Training & Development Techniques	Prof. Harpreet Singh & Dr. Minam Yomso	Lecture	NA
UNIT-IV	5	Concept of Performance Appraisal & Management	„ „	Lecture	NA
	6	Objective & Process of Performance Appraisal & N	„ „	Lecture	NA
	8	Type/Tech. of Performance Appraisal	„ „	Lecture	NA
	9	Diversity at work	„ „	Lecture	NA
	12	Managing Diversity	„ „	Lecture	NA
UNIT-V	13	Causes and Paradox of diversity with special	„ „	Lecture	NA
	15	Suggested Readings to handicapped	„ „	Lecture	NA
	16	women and ageing	„ „	Lecture	NA
	19	Concept of Compensation Management	„ „	Lecture	NA
	20	Concept of Wage Vs. Salary	„ „	Lecture	NA
	22,23	Determination of Compensation, Incentive Scheme	„ „	Lecture	NA
	26,27	Fringe Benefits & Labour Welfare	„ „	Lecture	NA
	29,30	Employee Relations, Grievances and Handling	„ „	Lecture	NA

Dr.Subhash Kumar Gupta (Assistant Professor)

Teaching Plan Session 2023-24

Department : Commerce M.Com.II (IV Semester)			Paper : Performance and Compensation Management		
			Paper Code-PGCOM520		
	Date	Topic	Books/Reference	Teaching Method	Teaching Aids
Feb,2024 UNIT -I	15	Introduction of Syllabus	B.P Rath, Shrikant Mishra & T.V Rao	Lecture	NA
	16	Introduction to Performance Management Systrm	„ „	Lecture	NA
	17	Different of Models of Conflict	B.P Rath, Shrikant Mishra & T.V Rao	Lecture	NA
	22	Use & Purpose of Performance Management System	„ „	Lecture	NA
	23	Peformance Management & its Challenges of Current Scenario	B.P Rath, Shrikant Mishra & T.V Rao	Lecture	NA
	24	Peformance Management as a System and Process	„ „	Lecture	NA
March,2024 UNIT -II	29	Establishing Perofrmance Criterion of developing an EAS	B.P Rath, Shrikant Mishra & T.V Rao	Lecture	NA
	7	Concept of Performance Appraisal	„ „	Lecture	NA
	8	Managing PM and its Challenges in Current Scenario	B.P Rath, Shrikant Mishra & T.V Rao	Lecture	NA
	9	360 Degree Performance Appraisal	„ „	Lecture	NA
	14	Performance Feedback & Counseling Methods	B.P Rath, Shrikant Mishra & T.V Rao	Lecture	NA
	15	Performance Analysis for individual and organizational Devl.	„ „	Lecture	NA
UNIT-III	16	Competency Mapping & its linking with Career Development	B.P Rath, Shrikant Mishra & T.V Rao	Lecture	NA
	21	Concept of Succession Planning	„ „	Lecture	NA
	22	Concepts of Compensation	B.P Rath, Shrikant Mishra & T.V Rao	Lecture	NA
	23	Type of Compensation	„ „	Lecture	NA
	28	Conceptual framework of Compensation Management	B.P Rath, Shrikant Mishra & T.V Rao	Lecture	NA
	30	Job Evaluation	„ „	Lecture	NA
April,2024	29	Methods of Job Evaluation	B.P Rath, Shrikant Mishra & T.V Rao	Lecture	NA
	30	Theories of Wages,Criteria of wages Fixation	„ „	Lecture	NA
	4	Institutional and Cultural Factors on Compensation Practices	„ „	Lecture	NA
	5	Compensation System design Issue	„ „	Lecture	NA
	6	Compensation Philosophies Compensation Approach	„ „	Lecture	NA
	12	Job Evaluation System & Wages and Salary Surveys	B.P Rath, Shrikant Mishra & T.V Rao	Lecture	NA
UNIT-IV	13	The wages Curve Pay Grades and Rate Ranges	„ „	Lecture	NA
	18	Preparing salary Matrix, Fixing Pay, Significant Compnen. Issue	B.P Rath, Shrikant Mishra & T.V Rao	Lecture	NA
	19	Type of Power Variable pay & Str.Reasons for incentive Plan	„ „	Lecture	NA
	20	Individual Incentive Plans & Group Incentive Plans	„ „	Lecture	NA
	25	Employee Stock Option Plan (ESOPs)	„ „	Lecture	NA
	26	Concepts of Employee Benefits ,Nature & Types of Benefits	„ „	Lecture	NA
UNIT-V	27	Employee Benefits Programme & Security Benefits	„ „	Lecture	NA
	Extra Classes	Retirement Security Benefits, Health Care Benefits	„ „	Lecture	NA
	Extra Classes	Time -off Benefits,Benefits Administaration	B.P Rath, Shrikant Mishra & T.V Rao	Lecture	NA
	Extra Classes	Employee BenefitsRequired by Law ,Discretionary Major	„ „	Lecture	NA
	Extra Classes	Concept of Executive Compensation	„ „	Lecture	NA
	Extra Classes	Elements of Executive Compensation	„ „	Lecture	NA
	Extra Classes	Executive Compensation its Management	„ „	Lecture	NA

Dr.Subhash Kumar Gupta (Assistant)

NA

Professor)

दिविजयनाथ स्नातकोत्तर महाविद्यालय, सिविल लाइन्स, गोरखपुर

(कला, विज्ञान, वाणिज्य एवं शिक्षा संकायों की 'नैक' प्रत्यायित संस्था)

कला संकाय (स्नातक एवं स्नातकोत्तर) : समय-सारणी (2023-24)

समय कक्षा	10.10- 11.00				11.00 - 11.50				11.50 - 12.40				12.40 - 01.30				01.30 - 02.20				02.20 - 3.10				03.10 - 04.00					04.00 - 04.50			
बी.ए. भाग एक	मनोविज्ञान-307	डॉ. विवेक कुमार शाही	I & I SEM		रा.शास्त्र-212	डॉ. इन्द्रेश पाण्डेय,	I & ISEM		अंग्रेजी-211	श्री पिपूष सिंह		A	अर्थशास्त्र-217	डॉ. दीपक कुमार सिंह			हिन्दी-211	डॉ. विभा सिंह			भूगोल-205	डॉ. जितेन्द्र पाण्डेय			हिन्दी-106	प्रो. नित्यानन्द			B	प्रायोगिक			
	रक्षाअध्ययन-104	डॉ. आर.पी.यादव, डॉ. शुभान्शु शेखर सिंह	I & I SEM	A			डॉ. प्रियका सिंह, डॉ. अखिल श्रीवास्तव श्री वर्धन त्रिपाठी			हिन्दी-310	डॉ. विभा सिंह डॉ. अदिति						राजनीतिशास्त्र-21 2	डॉ. इन्द्रेश पाण्डेय डॉ. शैलेश सिंह श्री हर्षवर्धन	I & I SEM		रक्षाअध्ययन-104	डॉ. राम प्रसाद यादव डॉ. शुभान्शु शेखर सिंह				राजनीतिशास्त्र-21 2	डॉ. इन्द्रेश पाण्डेय डॉ. प्रियंका डॉ. अखिल श्रीवास्तव श्री हर्षवर्धन						
	भूगोल-205	डॉ. रविन्द्र नाथ, डॉ. अनिल भाष्कर	I & I SEM	A		समाजशास्त्र-220	डॉ. अर्चना सिंह, डॉ. सरिता सिंह	I & ISEM	A	संस्कृत-308	श्री दिनेश मौर्या																						
		डॉ. अनुपमा																प्रा.इतिहास-309	डॉ. सुरेन्द्र चौहान							प्रा.इतिहास-308	प्रो. धीरेन्द्र सिंह						
	शा.शिक्षा-217	डॉ. अवधेश शुक्ला	I & I SEM		शिक्षाशास्त्र-309	डॉ. निधि राय डॉ. त्रिभुवन मिश्र डॉ. अखण्ड प्रताप सिंह																			शिक्षाशास्त्र-309	श्रीमती निधि राय डॉ. त्रिभुवन मिश्रा, डॉ. अखण्ड प्रताप सिंह							
	बी.ए. भाग दो	समाजशास्त्र-220	डॉ. विवेकानन्द श्री आशुतोष दूबे	I & I SEM	A	रा.शास्त्र-212	डॉ. इन्द्रेश पाण्डेय डॉ. अखिल श्रीवास्तव			मनोविज्ञान-307	डॉ. विवेक कुमार शाही	III & IV SEM		हिन्दी-310	डॉ. भगवान सिंह, डॉ. राकेश कुमार		B	अंग्रेजी-217	डॉ. कुलदीप पाण्डेय			प्रा.इतिहास-204	डॉ. धीरज सिंह डॉ. श्याम सिंह		C	अर्थशास्त्र-217	डॉ. दीपक कुमार सिंह				प्रायोगिक		
प्रा.इतिहास-308		डॉ. धीरज सिंह				डॉ. प्रियका सिंह, श्री वर्धन त्रिपाठी			रक्षाअध्ययन-104	डॉ. राम प्रसाद यादव डॉ. शुभान्शु शेखर सिंह डॉ. विकास पाठक	III & IV SEM		समाजशास्त्र-220	डॉ. सुनील सिंह, श्री आशुतोष दूबे		B				शिक्षाशास्त्र-113	डॉ. श्याम सिंह डॉ. रुक्मिणी चौधरी		C	हिन्दी-106	डॉ. राकेश कुमार डॉ. अदिति दूबे								
शिक्षाशास्त्र-309		डॉ. श्याम सिंह								डॉ. विकास पाठक											रक्षाअध्ययन-211	डॉ.राम प्रसाद यादव डॉ. शुभान्शु शेखर सिंह	III & IV SEM	B	रक्षाअध्ययन-211	डॉ. राम प्रसाद यादव, डॉ. शुभान्शु शेखर सिंह	III & IV SEM	B					
		डॉ. रुक्मिणी चौधरी							भूगोल-205	डॉ. रविन्द्र नाथ	III & IV SEM		प्रा.इतिहास-308	डॉ. धीरज सिंह								डॉ. राम प्रसाद यादव डॉ. शुभान्शु शेखर सिंह	III & IV SEM			डॉ. शुभान्शु शेखर सिंह							
संस्कृत-106		श्री दिनेश मौर्या					A			डॉ. अनुपमा	III & IV SEM		शिक्षाशास्त्र-113	डॉ. निधि राय		B					भूगोल-205	डॉ. रविन्द्र कुमार	III & IV SEM			डॉ. विकास पाठक							
हिन्दी-309		श्री भगवान सिंह		A					शा.शिक्षा-217	डॉ. अवधेश शुक्ला	III SEM	A		डॉ. श्याम सिंह								डॉ. अनूपमा			रा.शास्त्र-212	डॉ. अखिल श्रीवास्तव							
		डॉ. राकेश कुमार												डॉ. रुक्मिणी चौधरी							राजनीति शास्त्र	डॉ.प्रियंका सिंह				डॉ. शैलेश कुमार सिंह							
																										समाजशास्त्र-220	प्रो. अर्चना सिंह, श्री आशुतोष दूबे						
बी.ए. भाग तीन	अंग्रेजी-211	डॉ. कुलदीप पाण्डेय			अर्थशास्त्र-217	डॉ. दीपक कुमार सिंह			समाजशास्त्र-219	डॉ. सुनील सिंह, श्री आशुतोष दूबे	III & IV SEM		रक्षाअध्ययन-104	डॉ. शुभान्शु शेखर डॉ. राम प्रसाद यादव	V & V &	A	भूगोल-211	डॉ. अनुपमा डॉ. रविन्द्र कुमर			शा.शिक्षा-217	डॉ. अवधेश शुक्ला संस्कृत-308	I & I SEM		समाजशास्त्र-219	डॉ. सुनील सिंह श्री आशुतोष दूबे				प्रायोगिक			
	रा.शास्त्र-212	डॉ. इन्द्रेश पाण्डेय डॉ. प्रियका सिंह डॉ. अखिल श्रीवास्तव श्री वर्धन त्रिपाठी			प्रा.इतिहास-309	डॉ. शिव कुमार	A		रा.शास्त्र-214	श्री इन्द्रेश पाण्डेय डॉ. शैलेश सिंह डॉ. अखिल श्रीवास्तव श्री वर्धन त्रिपाठी	V & VI SEM	A	मनोविज्ञान-307	डॉ. विवेक कुमार शाही	V &						रक्षाअध्ययन-212	डॉ. राम प्रसाद यादव, डॉ. शुभांशु शेखर सिंह श्री विकास पाठक	III & IV SEM	B	प्रा.इतिहास-204	डॉ. शिव कुमार प्रो. नित्यानन्द डॉ. विभा सिंह		C					
					भूगोल-205	डॉ. संजीत कुमार सिंह, डॉ. अनूप राय							हिन्दी-211	प्रो. नित्यानन्द डॉ. विभा सिंह डॉ. अदिति दूबे											हिन्दी-113	प्रो. नित्यानन्द डॉ. विभा सिंह							
													शिक्षाशास्त्र-212	डॉ. निधि राय डॉ. श्याम सिंह डॉ. रुक्मिणी चौधरी श्रीमती जागृति		A									डॉ. अदिति दूबे								
	एम.ए. पूर्वार्द्ध	हिन्दी-109	डॉ. विभा सिंह			हिन्दी-109	डॉ. राकेश कुमार			हिन्दी-109	डॉ. विभा सिंह			हिन्दी-109	प्रो. नित्यानन्द			हिन्दी-109	श्री भगवान सिंह			हिन्दी-109	शोधार्थी				शोधार्थी						
शिक्षाशास्त्र-112		डॉ. अखण्ड प्रताप सिंह			शिक्षाशास्त्र-112	डॉ. रुक्मिणी चौधरी				डॉ. अदिति दूबे			शिक्षाशास्त्र-112	डॉ. श्याम सिंह			शिक्षाशास्त्र-112	डॉ. रुक्मिणी चौधरी			शिक्षाशास्त्र-112	शोध परियोजना			शिक्षाशास्त्र-112	लघु परियोजना							
रा.शास्त्र-213		डॉ. इन्द्रेश पाण्डेय, डॉ. प्रियका सिंह, डॉ. शैलेश सिंह			रा.शास्त्र-213	डॉ. शैलेश सिंह श्री वर्धन त्रिपाठी			शिक्षाशास्त्र-112	डॉ. त्रिभुवन मिश्रा डॉ. प्रियका सिंह, डॉ. धीरज सिंह			रा.शास्त्र-213	डॉ. इन्द्रेश पाण्डेय, श्री वर्धन त्रिपाठी			रा.शास्त्र-213	डॉ. शैलेश सिंह डॉ. प्रियका सिंह,			प्रा.इतिहास-204	प्रो. धीरेन्द्र सिंह शोधार्थी			भूगोल-209	डॉ. अनिल भाष्कर डॉ. कमलेश मौर्या							
		श्री वर्धन त्रिपाठी			प्रा.इतिहास-204	डॉ. धीरज सिंह			प्रा.इतिहास-204	डॉ. धीरज सिंह				डॉ. अनिल भाष्कर				डॉ. रविन्द्र नाथ			भूगोल-209	डॉ. रविन्द्र नाथ श्री जितेन्द्र पाण्डेय											
प्रा.इतिहास-204		डॉ. सुरेन्द्र चौहान				डॉ. अनुपमा मिश्रा				डॉ. कमलेश मौर्या				डॉ. जितेन्द्र पाण्डेय			समाजशास्त्र-218	प्रो. अर्चना सिंह			समाजशास्त्र-218	नेट/जे.आर.एफ.				नेट/जे.आर.एफ.							
भूगोल-209		डॉ. अनूप राय			समाजशास्त्र-218	प्रो. अर्चना सिंह			समाजशास्त्र-218	प्रो. अर्चना सिंह			समाजशास्त्र-218	डॉ. सरिता सिंह				डॉ. विवेकानन्द															
		डॉ. जितेन्द्र पाण्डेय				डॉ. सुनील सिंह				डॉ. सुनील सिंह				श्री आशुतोष दबे				डॉ. अनिल भाष्कर			भूगोल-209	डॉ. अनिल भाष्कर											
समाजशास्त्र-218		डॉ. विवेकानन्द																डॉ. संजीत सिंह			प्रा.इतिहास-204	डॉ. शिव कुमार											
		डॉ. सरिता सिंह																															
एम.ए. उत्तरार्द्ध	प्रा.इतिहास-201	डॉ. शिव कुमार			प्रा.इतिहास-201	श्री सुरेन्द्र चौहान			प्रा.इतिहास-201	डॉ. शिव कुमार			प्रा.इतिहास-201	डॉ. सुरेन्द्र चौहान			प्रा.इतिहास-201	डॉ. धीरज सिंह			हिन्दी-106	डॉ. राकेश कुमार				शोधार्थी							
	भूगोल-210	डॉ. अनिल भाष्कर			हिन्दी-106	डॉ. भगवान सिंह,			हिन्दी-106	डॉ. भगवान सिंह, डॉ. राकेश कुमार			हिन्दी-106	डॉ. विभा सिंह डॉ. अदिति दूबे			हिन्दी-106	डॉ. नित्यानन्द			समाजशास्त्र-219	नेट/जे.आर.एफ.			समाजशास्त्र-219	टिटोरियल							
		डॉ. कमलेश मौर्या			भूगोल-210	डॉ. रविन्द्र कुमार				डॉ. राकेश																							

नोट- संस्कृत, अर्थशास्त्र, मनोविज्ञान, शारीरिक शिक्षा में एक वर्ग।

प्राचार्य