

1.3.1 Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment & Sustainability and other value framework enshrined in Sustainable Development goals and National Education Policy – 2020 into the Curriculum

Professional Ethics:

International Agribusiness Management of Anand Agricultural University strongly carries with it a mission to provide the students with the knowledge, skills, values, and sensitivity necessary for successful citizenship that carries message in overall development of Indian agriculture and Gujarat. In addition to that it always tried to sensitize students regarding their role towards tax payment (Income Tax Day celebration), maintaining clean and green environment (Swachhata Pakhwada), oath for casting vote as a responsible citizen of the country and many more that drives them towards professional ethics in and around the sphere of their domain.

Gender:

International Agribusiness Management Institute is very much proactive in maintaining parity among students across the gender groups by sensitizing them through student representative council body in which different gender based programmes and competitions are carried out throughout the year. To inculcate the gender sensitive information among student's women day, ICAR education day, grievance redressal lectures, and free boarding in girls hostels are provided by the institute that pull the best brain in and out the state, Gujarat to the particular institute. Meanwhile, students' representation in different podium pay a high regard towards gender parity and sensitization in the sphere of academics and overall development.

Human Values:

The college takes strong efforts for integration of ethical and human values among the students through extra-curricular activities which are handled through student representative council and members involved in it. Students are sensitized the human value through expert lectures, exposures to different places in their academic visit and by generating cross-cultural boundaries that make them a leader in their future endeavor. Sensitize students during the pandemic through various means and motivations reflect the value system of the institute.

Environment & Sustainability:

International Agribusiness Management Institute sensitize and protect its environment through clean, green and lean management principles which are channelized through student representative council body. Even, cleanliness is also maintained in the hostel campus by a well regularized staffs and students. Many times, students are also felicitated and recognized by the system in their effort towards cleanliness programme. Institute has also been doing regular plantation in national environment day and Swachhata Pakhwada programme for maintain its clean and green policy over the years.

SNAPS VALIDATE THE CRITERIA 1.3.1



Health Sensitization Programme and Ethics



Cultural Ceremony and Worship



Oath Regarding Swachhata



Girls Representation outside State



Value based talk and Orientation



Clean and Green Campus

ABM 506 BUSINESS LAWS AND ETHICS

Objective

The objective of this course is to expose the learner to various ethical issues and laws affecting business. Focus will be on understanding provisions of various business laws and also ethical practices to conduct the business properly.

Contents

UNIT - I

Introduction to Indian legal system, The Indian Contract Act-1872: Contract- meaning, nature, significance, types of contract, essentials of a valid contract, offer and acceptance, capacity to contract, free consent, performance of contract.

UNIT - II

Companies Act-1956: incorporation, commencement of business, types of companies, management, winding of companies, Negotiable Instruments Act.

UNIT - III

Essential Commodities Act, APMC Act, Consumer Protection Act, RTI Act, MRTP Act- major provisions and implications.

UNIT - IV

Factory Act, Labour laws, Industrial dispute Act.

UNIT - V

Nature and importance of ethics and moral standards; corporations and social responsibilities, scope and purpose of business ethics; Ethics in business functional areas; industrial espionage; solving ethical problems; governance mechanism.

Suggested Readings

Gulshan SS & Kapoor GK. 2003. Business Law including Company Law. 10th Ed. New Age Publ.

Kapoor ND. 2005. Business Law. S. Chand & Sons.

Tulsain PC. 2006 Business Law. Tata McGraw Hill.

Tuteja SK. 2005. Business Law for Managers. S. Chand & Sons.

ABM 508 HUMAN RESOURCE MANAGEMENT

Objective

The objective of this course is to expose the learner to the field of human resource management. The focus will be on human resource practices and their utility for managers.

Contents

UNIT - I

Introduction to Human Resources Management; Human Resource Planning- Nature and Significance, Job Analysis, Job Description, job Specification, Job enlargement, Job enrichment, Job rotation, Job evaluation.

UNIT - II

Recruitment and Selection Process, Induction, Training and Human Resource Development- Nature, Significance, Process and Techniques, Internal mobility including Transfers, Promotions, employee separation.

UNIT - III

Performance Appraisal – Significance and methods, Compensation management, Wage and Salary Administration – Course Objective; Wage Fixation; Fringe Benefits, Incentive Payment, bonus, and Profit Sharing.

UNIT - IV

Industrial Relations-Role and Status of Trade Unions; Collective Bargaining; Worker's Participation in Management, Career planning and employee retention.

UNIT - V

Quality of work life, employee welfare measure, Disputes and grievance Handling Procedures; Arbitration and Adjudication; Health and Safety of Human Resources; Human Resources accounting, Human Resources outsourcing.

Suggested Readings

Ashwathapa K. 1997. Human Resource Management. Tata McGraw.

Flippo EB. 1984. Personnel, Management. McGraw-Hill.

Garry D. 2001. Human Resource Management. 7th Ed. Prentice-Hall of India.

Mamoria CB. 1996. Personnel Management. Himalaya Publ. House.

Subba Rao P. 2004. Essentials of Human Resource Management and Industrial Relations. Himalaya Publ. House.

Venkantavatnam CS & Srivastav BK. 1991. Personnel Management and Human Resources. Tata McGraw-Hill.

ABM 526 INTERNATIONAL TRADE AND SUSTAINABILITY GOVERNANCE

Objective

To impart knowledge to the students of international trade in agriculture and various provisions under WTO in the new trade regime.

Contents

UNIT - I

International trade – basic concepts, WTO and its implications for Indian economy in general and agriculture sector in particular.

UNIT - II

TRIPS, TRIMS quotas, anti dumping duties, quantitative and qualitative restrictions, tariff and non-tariff measures, trade liberalization, subsidies, green and red boxes, issues for negotiations in future in WTO; CDMs and carbon trade.

UNIT - III

Importance of foreign trade for developing economy; absolute and comparative advantage, foreign trade of India.

UNIT - IV

Composition of India's foreign trade policy; India's balance of payments; inter regional Vs international trade; tariffs and trade control; exchange rate; the foreign trade multiplier.

UNIT - V

Foreign demand, supply side analysis, opportunity cost, trade and factor prices, implications for developing countries, market entry methods, export procedures & documentations.

Suggested Readings

Chadha GK. 2003. WTO and Indian Economy. Deep & Deep.

Economic Survey of India. Ministry of Finance, Govt. of India. (various issues)

HAU 2003. Refresher Course on Technological Interventions to Face WTO Challenges. AAREM & HRD CCS HAU Hisar.

Indian Journal of Agricultural Economics

Vasisht AK & Singh Alka. 2003. WTO and New International Trade Regime- Implication for Indian Agriculture. Advance Publ. Concept.

MINOR COURSES

ABM 605: **NATURAL RESOURCE MANAGEMENT**

(2+0)

AIM OF THIS COURSE

The course on Natural Resource Management will provide indepth knowledge to the participants to look for ways to make responsible natural resource management decisions which will have an impact on all stakeholders.

The course is organized as follows:

No	Blocks	Units
1	Introduction to natural resources	1. Types and classification of natural resource
		2. Economic resource theory and applications
2	Overview of Natural Resource Management	1. NRM sectors product marketing and their roles,
		3. Concept of environmental services
		4. Ecotourism Policy and practices

COURSE OUTLINE

BLOCK 1: INTRODUCTION TO NATURAL RESOURCES

UNIT-I Natural resources: Types and classification of natural resource, concept of Economic value, relevance of environmental economics, ecosystems services, direct and indirect economic benefit from – forest ecosystems, mountain ecosystems, mineral and water resources, ecotourism. Valuation and accounting: Supply and demand, conservation and management, cost / benefit analysis, methods of costing, cost criteria, evaluating alternative projects, operational vs. total costs, determining benefiting vs. comprehensive stakeholders Application of resource accounting Methods of pricing resources-example forest and mineral resources.

UNIT-II Economic resource theory and applications: Concept of CPR, open access, Ecological economics-methodology, economic valuation of non market benefits, environmental accounting, population resources and the environment, command and control vs. emission trading, emission trading vs. exposure trading, hotelling principle, future strategies for mineral resources.

BLOCK 2: OVERVIEW OF NATURAL RESOURCE MANAGEMENT

UNIT-III Natural Resource Management: Initial concept of market and marketing, NRM sectors product marketing and their roles, promoting NRM products- NTFPs, livestock, watershed, fisheries, agriculture and medicinal plants and ecotourism, Role of national and international organizations in the promotion of sustainable natural resource use and management.

UNIT IV: Concept of environmental services: Definitions, ecotourism, alternative examples, development of ecotourism in India and outside. Threats due to large scale ecotourism. Payment for Ecosystem Services, the ecotourism dilemmas: High value may also be high impact, bulk ecotourism and problems, stakeholder challenges, tourist carrying capacity. Ecotourism Policy and practices, national policy frame work, example – Madhya Pradesh & Uttarakhand State case. Successful ecotourism initiative, Criteria and Indicators for sustainable Ecotourism.

UNIT 2: Prospects of contract farming in India: Prospects of contract farming in India in view of interest for commercialization of agriculture. Active organizations in contract farming and their success stories.

UNIT 3: Global issues: Global issues in contract farming, Contract farming and WTO agreement

TEACHING METHODS/ACTIVITIES:

- Lecture and Discussion
- Case Study
- PPT presentation

SUGGESTED READINGS

- Premjit Sharma. 2007, *Contract Farming*, Genetech Books
- Joseph A. Kuzilwa, Nniels Fold, Aarne Henningsen, Marianne Nylandsted Larsen. *Contractfarming and the development of smallholder agricultural business*. Routledge
- Kumaravel K S 2006. *Contract farming in India - An Introduction*.

Title: **HUMAN RESOURCE COMPETENCE AND CAPACITY BUILDING SYSTEMS**

Course Code: ABM-534

Credit:1+0

WHY THIS COURSE?

Capacity development is the process by which individuals and organizations obtain, improve, and retain the skills, knowledge, tools, equipment and other resources needed for Human resource development.

AIM OF THIS COURSE:

This course is designed to provide an in-depth understanding and enable the participants to manage capacity building processes and performance system for developing human resource.

The Course is organized as follows:

No	Blocks	Units
1	Introduction	1. Human Resource competence
		2. Competency modelling and assessment
2	Capacity building	1. Competency based training and development
		2. Performance Management System
		3. Capacity building systems in agriculture and agri business

LEARNING OUTCOMES

Proactive human resources management is essential to achieve the excellence through Capability Development and Planning. A Competence Profile for Staff Supporting the formal and informal training, job-rotation, traditional class-room courses, internal vs external training.

BLOCK 1: INTRODUCTION

UNIT 1: Human Resource competence: Concept and rationale; processes, Organization and Management of competence and competency mapping.

UNIT 2: Competency modelling and assessment: Approaches, tools and techniques, competency based human resource management applications.

BLOCK 2: CAPACITY BUILDING

UNIT 1: Competency based training and development: Training methods compared with objectives, learning process and facilities, Developing Group and the Climate: the social process – indicators of group development, the training climate, Trainers and Training Style: Post training support for improved performance at work.

UNIT 2: Performance Management System: Establishing and operationalising performance management system; measuring performance- results and behaviour; conducting performance review discussions; harnessing performance management system for performance improvement.

UNIT 3: Capacity building systems in agriculture and agri business: Capacity building of farmers and agri stakeholders through e-learning, knowledge management for agri business.

TEACHING METHODS/ACTIVITIES:

- Lecture and Discussion
- Case Study
- PPT presentation

SUGGESTED READINGS

- S R Kandula. 2013. *Competency Based Human Resource Management*. PHI
- Raymod A Noe & Amitabh Deo Kodwani 2012. *Employee Training and Development*. McGraw Hill Education. Fifth Edition
- Alan M. Saks & Robert R. Haccoun. 2013. *Managing Performance through Training and Development*. Cengage Learning. Sixth Edition

Title: AGRI COMMODITY MARKETS AND FUTURES TRADING

Course Code: ABM- 535

Credit: 1+0

AIM OF THE COURSE

To make the students understand the marketing procedure for commodity futures through commodity exchanges

The course is organized as follows:

No	Blocks	Units
1.	Overview of Commodity Market in India	i. Price risk management in agricultural markets
		ii. Global Specifications of futures contracts
2.	Mechanics of futures trading	i. Option and forward transaction
		ii. Clearinghouse and margin system
3.	Market surveillance and risk control	i. trading in warehouse receipts
		ii. Regulation of futures and trading practices inleading national and regional exchanges in India

LEARNING OUTCOMES:

After successful completion of this course, the students are expected to be able to:

- Get an overview about the commodity markets in India
- Understand the mechanics of futures trading practices
- Know about the risk and surveillance mechanism available for agri commodity trading in India

BLOCK 1: OVERVIEW OF COMMODITY MARKET IN INDIA

UNIT I: Introduction to commodity derivatives and price risk management in agricultural markets; organizational setup of exchanges and specifications of futures contracts in world’s leading commodity exchanges

BLOCK 2: INDUSTRIAL RELATIONS

UNIT IV: Role and Status of Trade Unions; Collective Bargaining; Worker’s Participation in Management, employee retention. Quality of work life, employee welfare measure, work life balance, Disputes and Grievance Handling Procedures; Arbitration and Adjudication; Health and Safety of Human Resources;

BLOCK 3: ETHICAL AND GLOBAL ISSUES IN HRM

UNIT V: Ethical issues in HRM, Managing Global Human Resources, Managing Human Resources in Small and Entrepreneurial firms, Human Resources accounting, Human Resources outsourcing. HR Information System, Human Resource Metrics and Workforce Analytics, Future trends in workforce technologies.

TEACHING METHODS/ ACTIVITIES

- Lectures
- Videos showing trends and practices of innovative human resource management
- Live project for understanding the application of concepts in the real-life situation
- Interaction with the HR managers of the agri based organisations to understand the intricacies involved in the managing the human resource
- Group tasks to study the policy framework and regulatory environment that exists in India and globally to manage human resource

SUGGESTED READINGS

- Gary Dessler & Biju Varkkey 2016, *Human Resource Management*, XIV Edition, Pearson India
- VSP Rao. 2010, *Human Resource Management, Text and Cases*, 3rd Edition, Excel Books
- Ashwathapa K. 2016. *Human Resource Management, Text and Cases*. Tata McGraw Hill
- Michael J. Kavanagh, Mohan Thite & Richard D. Johnson. 2016, *Human Resource Information Systems*, Sage Publications
- Subba Rao P. 2004. *Essentials of Human Resource Management and Industrial Relations*. Himalaya Publ. House.

Title: PRODUCTION AND OPERATIONS MANAGEMENT

Course Code: ABM- 505

Credit: 2 (2+0)

AIM OF THE COURSE

The objective of this course is to expose the learner to the field of production and operations management. The focus will be on imparting knowledge of the basic concepts, tools, and functions of production management.

The course is organized as follows:

No	Blocks	Units
1	Introduction to Production and Operations Management	1. Concept and scope of production and operations management
		2. Operations strategy
		3. Productivity variables and measurement
2	Inventory management	1. Determination of material requirement
		2. Industrial safety
		3. Cloud operations management
3	Overview of Quality Management	1. Statistical process control
		2. Re engineering and Value engineering