
Credit rating : 3
Course code : BBAH 2143
Semester : First
Title : Human Resource Management

Aim:

The aim of this unit is to provide learners with an understanding of Human Resource management related activities in the organizations.

Learning out comes:

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

- ❖ Describe evolution of Human Resource Management and the contribution made by various authors.
 - ❖ Explain the main functions of Human Resource Management and their components.
 - ❖ Apply the human resources management concept in any organization
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Content:

The foundations of HRM, evolution of HRM, HRM and personnel management Approaches , Human resource audit, challenges of HRM, Human Resource information system, Equal Employment Opportunity and the laws, Managing diversity, Job Analysis, HR Planning, Recruitment, Selection, Training and Development, Performance Appraisal, Compensation Management and any relevant contemporary issues.

Method of Teaching and learning

: Lectures, Discussions, Case study analysis Video clips.

Assessment : Presentation, reports, Quiz, Written exam and End course examination

Main

Readings : Dessler, Gray., Human Resource Management, 13 th edition Gupta, Shashi K., Human Resource Management

Status : **Compulsory**

Status	:	Compulsory
Credit rating	:	3
Course code	:	BBAH 2233
Semester	:	Second
Title	:	Small Business Management

Aim:

The unit aims to provide learners with awareness the concept of Small Business management and its application in the modern business world.

Learning outcome;

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

- identify successful business idea
 - prepare the business plan
 - start and organize new businesses
 - manage resources effectively and efficiently
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Content:

Introduction to small business and the characteristics of small business managers, Management of resources, small Vs large business management, forms of small business organization, venture selection process, Background factors of small business managers, influencing factors of small business managers, psychological characteristics of small business Managers, Differentiation of owner manager and entrepreneur, differentiate intreprenur and entrepreneur, the changing context of small business, family business opportunities, developing the new venture business plan, small business marketing, managing small business operations.

Method of Teaching and learning

: Lectures, discussions , Case study analysis and video clips

Assessment **:** Presentation, report , Quiz , Writing Business plan ,Written exam and end course examination

Recommended

Reading **:** Kirby, David A., Entrepreneurship
Burns, Paul. Entrepreneurship and Small Business Management.

Methods of Teaching and Learning

: Lectures, Tutorials, Class room forums and Online learning support.

Assessment : Assignments(tests / snap tests/ quizzes / case studies/ presentations/ practical reports), Mid semester examinations and End Semester Examinations.

Recommended Reading

- : 1. Robert Kaplan, Anthony Atkinson.()*Advanced Management Accounting*, 3rd Edition. Pearson New International Edition.
2. Pauline Weetman.()*Management Accounting*, 2nd Edition.
3. Drury, C. (2008), *Management and cost Accounting*. (London: Cengage,) seventh edition [ISBN 9781844805662].
4. V.K. Saxena & C.D. Vashist, *Advanced Cost & Management Accounting Problems & Solutions*, Prentice Hall of India (P) Ltd.
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Status : **Compulsory**

Credit rating : **3**

Course code : **BBAH 2253**

Semester : **Second**

Title : **Organizational Behaviour**

Aim:

The unit aims to provide learners with an awareness of the concept of organizational behaviour and determinants of human behavior in organizations and managing behavior of people in organizations..

Learning outcome;

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

- Identify individual level, group level and organizational level factors which influence human behavior
 - Manage human resources effectively and efficiently
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Content:

Introduction to organizational behavior, Personality, Values, Attitudes, Perception, Learning and reinforcement, Motivation in the workplace setting, Group and interpersonal process, Power and political behavior, Conflict and negotiation, Essentials of interpersonal communication, Organizational culture and Organizational change management. Interpersonal trust and employee behaviour.

Method of Teaching and learning

: Lectures, Discussion, Case study analysis and video Clips

Assessment : Presentation, report , Quiz, mid-semester and End semester examination

Recommended reading

: Luthans, Fred., Organizational Behaviour
Davis, Keith., Organizational Behaviour
Mullins, Lauri J., Organizational Behaviour

Year : **Second**
Semester : **Second**
Status : **Compulsory**
Credit rating : **02**
Course Code : **BBAA 2262**
Title : **Business Taxation**

Aim:

This course aims to provide to the students with a basic understanding of the principles and practices taxation and develops the ability to apply them in ascertaining the tax liability of a resident individual in Sri Lanka.

Learning outcomes:

Upon completion of this course students should be able to:

- identify the tax system of Sri Lanka.
 - list out the sources of income of an individual.
 - compute the capital allowance for capital assets.
 - calculate the taxable income of an individual.
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