

UDHNA COLLEGE

M.Com (Semester I)

Syllabus for Internal Examination, Sep., 2026

Sub: Management Theory and Practice

Unit:1 Stress Management & Indian Knowledge System Perspectives

- Meaning of stress Management and Job stress
- Effect of stress -Factor leading to Job stress
- Causes and Physiology of stress.
- Stress management according to Indian knowledge system
- 1. Yoga:
 - Asans
 - Meditation
- 2. Regular breathe Control and Mindfulness:
 - Pranayama
 - Dhyana
- 3. Holistic lifestyle:
 - Ayurvedic
 - Balance living
 - Work life balance

Unit: 2 Management

- Management- Meaning and definition
- Meaning and Needs of Management Theories
- Management theories: Human Relation School, Social System School, System Management School
- Meaning and Characteristics of Learning Organization
- Meaning and Characteristics of Japanese management techniques
- Modern Management School
- Management theory Concepts of Indian administrators

1. Mahatma Gandhi
2. Shri Sardar Vallabhbhai Patel
3. Dr APJ Abdul Kalam

Unit-3 Culture and Power

-Basic Understanding of culture and power

Unit-4 Performance Appraisal and maintaining human resources

- Performance appraisal

-Definition, Objectives, Importance, Process, Method, Limitation, Who will appraisal?

-Overcoming performance appraisal problem

-Essential characteristics of an effective system

-Maintaining of human resource

-Compensation

-Fringe benefits: meaning, objectives and types

Unit-5 Case study