

SARDAR PATEL UNIVERSITY
Programme & Subject: Master of Human Resource Development (MHRD)
Semester: I
Syllabus with Effect from: June - 2013

Paper Code: PA01EHRD02	Total Credit: 3
Title Of Paper: Finance, Wage & Salary Administration	

Unit	Description in Detail	Weightage (%)
I	Financial Management - Meaning and Definition, Nature and Scopes, Importance and objectives of Finance function, Role of Finance Management	25%
II	Source of Finance - Need, Sources of Long-term Financing, Short-term V/S Long-term Financing, Financial Implications of long-term financing.	25%
III	Capital Structure - Meaning, patterns of capital structure, Optimum capital structure, determination of capital structure.	25%
IV	Wages & Salary Administration - Time keeping and time booking, methods of remuneration, incentive plans – Halsey, Rowan, differential wage plans, labour Turnover.	25%

Basic Text & Reference Books:-

- Khan and Jain: - “Fundamentals of Financial Management” Tata Mcgraw Hill Publication.
- G. Sudarsana Reddy Financial Management - Principles and Practice Himalaya Publication.
- Dr.B.G. Satyaprasad & Dr.P.V.Kulkarni : Financial Management, Himalaya Publication.
- Sudhindra Bhat Financial Management, Excel books
- Maheswari S.N. “Financial Management” Sultan Chand & Sons, New Delhi
- Cost Accounting : Principles and Practice- Jain and Narang (Kalyani Publication)
- Cost Accounting : Methods and Practice- B K Bhar

