



St. Xavier's University, Kolkata

**SYLLABUS FOR FOUR YEAR
BACHELOR OF COMMERCE (HONOURS)
SEMESTER VII**

ACADEMIC YEAR 2026-2027

PROGRAMME OUTCOMES:

- PO1 - Critical Thinking: Take informed actions after identifying the assumptions that frame our thinking and actions, checking out the degree to which these assumptions are accurate and valid, and looking at our ideas and decisions (intellectual, organizational, and personal) from different perspectives.
- PO2 - Effective Communication: Speak, read, write and listen clearly in person and through electronic media in English and in one Indian language, and make meaning of the world by connecting people, ideas, books, media and technology.
- PO3 - Social Interaction: Elicit views of others, mediate disagreements and help reach conclusions in group settings.
- PO4 - Effective Citizenship: Demonstrate empathetic social concern and equity centered national development, and the ability to act with an informed awareness of issues and participate in civic life through volunteering.
- PO5 - Ethics: Recognize different value systems including your own, understand the moral dimensions of your decisions, and accept responsibility for them.
- PO6 - Environment and Sustainability: Understand the issues of environmental contexts and sustainable development.
- PO7 - Self-directed and Life-long Learning: Acquire the ability to engage in independent and life-long learning in the broadest context socio-technological changes.

Audit & Assurance

[Course type: Discipline Specific Core]

[4 Credits]

Course Outcomes (COs):

After completing this course, learners will be able to:

CO1: Understand the basic concepts, principles, and types of audit, along with the auditor's role in detecting errors and fraud.

CO2: Apply essential audit procedures such as planning, documentation, vouching, verification, valuation, and evaluation of internal controls.

CO3: Interpret key provisions of company audit, including auditor appointments, responsibilities, depreciation, and dividends.

CO4: Prepare and analyse different types of audit reports and understand concepts of true and fair view and materiality.

CO5: Describe the purpose and scope of specialised audits such as cost, management, tax, social, propriety, performance, and environmental audits.

Course Content:

Module No	Module Name	Topic(s)	Description	No. of Hours Allotted	Marks Allotted	Credit of each Module	Associated Course Outcome(s)
1	CONCEPT, NEED AND PURPOSE OF AUDIT	<ul style="list-style-type: none">• Definition-Nature-Scope and Objectives of Independent Financial Audit;• Basic Principles Governing an Audit• Concept of Auditor's Independence• Errors and Fraud-	Introduces the concept, nature, scope and objectives of auditing, including auditing principles, auditor's independence, errors and fraud, types of audit and an overview of Standards on Auditing	12	20%	0.20	CO1

		<p>Concepts, Means of Doing Fraud, Auditor's Responsibility towards Detection and Prevention of Fraud;</p> <ul style="list-style-type: none"> • Classification of Audit • Standards on Auditing (SA)- Concept and Purpose. 					
2	AUDIT OF FINANCIAL STATEMENTS	<ul style="list-style-type: none"> • Auditing Engagement -Audit Planning- Audit Programme; Documentati on: Audit Working Paper, Ownership and Custody of Working Papers- Audit File (Permanent and Current) – Audit Note Book- Audit Memorandum; Audit Evidence – Concept, Procedures to Obtain Audit Evidence; Routine Checking, Test Checking 	<p>Covers audit planning and engagement, audit documentati on and evidence, internal control and internal audit, vouching, and verification and valuation of assets and liabilities</p>	18	30%	1.20	CO2

		<p>and Auditing in Depth</p> <ul style="list-style-type: none"> Internal control system, Internal Check system and Internal Audit. Vouching - Meaning, Objectives – Factors to be Considered during Vouching - Vouching of select items. Verification and Valuation – Concept, Objectives, Importance, Difference with Vouching; Verification of assets and liabilities. 					
3	COMPANY AUDIT	<ul style="list-style-type: none"> Qualification, Disqualification, Appointment and Rotation, Removal and Resignation of Company Auditor. Branch Audit and Joint Audit 	Examines statutory provisions relating to company audit, including appointment and duties of auditors, branch and joint audit, depreciation, divisible profits and	14	23.33%	0.93	CO3

		<ul style="list-style-type: none"> • Constitution of Audit Committee • Independence & Prohibited Services 	auditor's responsibilities				
4	AUDIT REPORT AND CERTIFICATE	<ul style="list-style-type: none"> • Meaning of Audit Report and Certificate, Distinction between Audit Report and Audit Certificate. • Contents of Audit Report and certificate (As per Companies Act and Standards on Auditing) • True and Fair View – Concept • Materiality – Concept 	Explains the concept, contents and types of audit reports and certificates, true and fair view, and materiality in auditing as per legal and professional standards	8	13.33%	0.53	CO4
5	OTHER THRUST AREAS	<ul style="list-style-type: none"> • Cost Audit • Management Audit • Tax Audit • Social Audit • Propriety Audit • Environment Audit (Concepts only) 	Provides an overview of specialized audits such as cost audit, management audit, tax audit, social audit, performance audit and environmental audit	8	13.34%	0.54	CO5

Notes and Appendices

1. If new laws or rules are enacted replacing the existing ones, the syllabus will automatically incorporate the corresponding provisions of such new laws or rules from the immediately following Academic Year.

2. Students are expected to develop an analytical approach for answering problem-based questions in addition to theoretical questions.

Suggested Readings:

- Gupta & Arora, Fundamentals of Auditing, TMH
- Tandon et al, Practical Auditing, S.Chand
- Jha, A., Auditing, Taxmann
- Basu, S. K., Auditing and Assurance, Pearson
- Ghosh, J., Contemporary Auditing and Assurance, Elegant Publishing
- Standards on Audit (SA) issued by the Institute of Chartered Accountants of India

CO-PO Mapping:

CO/PO	PO1	PO2	PO3	PO4	PO5	PO6	PO7
CO1	H	M	L	M	H	L	L
CO2	H	M	L	L	H	L	L
CO3	H	M	L	M	H	L	M
CO4	H	H	M	M	H	L	L
CO5	M	M	L	H	H	H	L

* H means High relevance, M means Medium relevance, L means Low relevance.

Evaluation Plan:

CIA Plan

Evaluation Components	Mode	Full Marks	% Weightage (in 100 marks)	Scale Value (A)	PO (Rubrics)
CIA Written Test (WT)	Individual	20	20%	20	
Other Component	Group/ Individual	05	5%	05	
Attendance	Individual	05	5%	05	
Total				30	

End-Semester Examination

Evaluation Components	Mode	Full Marks	% Weightage (in 100 marks)	Scale Value (B)	PO (Rubrics)
End-Semester	Individual	70	70%	70	

Full Marks (A + B) = 100 Pass Marks 40

Human Resource Management

[Course type: Discipline Specific Core]

[4 Credits]

Course Outcomes:

At the end of this course, students will be able to

CO₁: Remember and Understand an overview of HRM and its evolution.

CO₂: Understand the various HRM process and their impact on the organization and society.

CO₃: Assess the competencies and skills required for managing people effectively in the contemporary business environment.

CO₄: Analyze and understand the evolving business environment, and the role of HRM towards addressing challenges in today's business environment.

CO₅: Applying critical and strategic skills for addressing HRM issues,

Module No	Module Name	Topic(s)	Description	No of hours allotted	Marks allotted	Credit of each module	Associated course outcome (CO)
1	Introduction to HRM	Evolution of Human resources management and role of HR Manager in Modern Organization	Introduction and overview of Human Resource Management	8	10%	.13	CO1
		Importance, Scope and function of HRM					
		The changing role of Human					

		Resource Management in a changing environment					
2	Manpower planning and forecasting	HRP and different methods of Demand Forecasting	Introduction and importance of the process related to Manpower Planning	12	20%	.2	CO ₁ , CO ₂
		Job analysis – The process of job analysis- Methods of collecting job information, Job Description and Job Specification, Job evaluation					
		Job design – Factors affecting job design- Techniques of job design, HRIS-Benefits, Implementation and Limitations					
3	Employee acquisition and Development	Recruitment – Purpose and importance- Factors governing recruitment and Recruitment process, Steps involved in selection and	Understanding the Various Process of HRM and their Application in modern organization	16	25%	.075	CO ₂ , CO ₄

		different interview errors					
		Purpose of orientation and orientation process					
		Steps involved in training and development, Need of Training, Training Need Analysis Steps, Understanding various on the job and off the job training methods, Various methods of MDP					
		Appraising performance: Problems and solutions					
4	Social security Benefits and Employee Discipline	An Introduction to compensation, factors affecting and compensation planning, Salary administration, Promotion and Transfer	Reward Management Employee welfare and Grievance	16	25%	.26	CO3, CO4, CO5
		Employee Discipline and grievance handling –					

		Need, Process, Suspension, Dismissal and Retrenchment,					
5	Salient Features of Latest Labour Codes in India	Trade union movement in India Problems of trade unionism, Reason and purpose for its formation	Overview of Industrial Relations and its various mechanisms	8	20%	.13	CO4 CO5
	Collective bargaining- Process, Types, objectives and benefits						
	Industrial democracy, Workers Participation in Management, An introduction to important labour Laws in India						

Suggested Reading:

1. Raymond Andrew Noe, John R. Hollenbeck, Barry Gerhart, Patrick M Wright, Human Resource Management, The McGraw Hill Pub, 2007
2. Flippo, Edwin B., Personnel Management, Tata McGraw Hill Publishing Co, 2007, New Delhi.
3. H. John Bernardin, Human Resource Management, McGraw Hill Pub, 2007.
4. John M Ivancevich, Human Resource Management, McGraw Hill Pub, 2007.
5. Louis & Gomitz Mejia et. al: Managing Human Resources, Pearson Education, 2007.
6. K. Aswathappa, Human Resource Management, Tata McGraw Hill, 2009.

7. T.V.Rao, Appraising and developing managerial performance, Excel,2001.

CO – PO Mapping:

CO/PO	PO1	PO2	PO3	PO4	PO5	PO6	PO7
CO1	M					M	
CO2	H					H	
CO3			H	H			
CO4		M	M		M	M	M
CO5	M			M			H

CIA Plan (out 30 marks)

Evaluation Components	Mode	Full Marks	% Weightage (in 100 marks)	Scale Value (A)	PO (Rubrics)
CIA Written Test (WT)	Individual	20	20%	20	CO1, CO2
Other Component	Individual/Group	05	5%	05	CO3, CO4
Attendance	Individual	05	5%	05	
Total				30	

End Semester Examination

Evaluation Components	Mode	Full Marks	% Weightage	Scale Value (B)	PO (Rubrics)
End Semester	Individual	100	70%	70	CO1, CO2, CO3, CO4, CO5

Security Analysis & Portfolio Management

[Course type: Discipline Specific Core]

[4 Credits]

Course Outcomes (COs):

After completing this course, learners will be able to:

CO1: Understand the investment environment and measure risk and return of different investment avenues

CO2: Analyze securities using fundamental and technical analysis techniques

CO3: Apply valuation models to estimate intrinsic value of equity and debt securities

CO4: Construct and evaluate investment portfolios using risk adjusted performance measures

Course Content:

Module No	Module Name	Topic (s)	Descriptions	No. of hours allotted	Marks Allotted	Credit of each module	Associated Course Outcome(s)
1	Investment Environment	<ul style="list-style-type: none">• Concept, objectives, and process of investment• investment, speculation and gambling• investment avenues (Equity, Fixed income securities, Derivative instruments)• Concept of security and security analysis• Ethical and socially responsible investing	Overview of investment environment	5	8.33 %	0.33	CO1
2	Risk & Return Framework	<ul style="list-style-type: none">• Meaning and computation of return: Average Return, Expected Return, Holding	A basic foundation in risk-return analysis	10	16.67 %	0.67	CO1

		<p>Period Return, Annualized Return, Return of a portfolio, CAGR, XIRR</p> <ul style="list-style-type: none"> • Risk: Sources and types of risk • Measurement of Risk: Total risk, systematic risk, unsystematic risk • Impact of taxes and inflation on investment return 					
3	Approaches to Security Analysis	<ul style="list-style-type: none"> • Fundamental Analysis: significance, Economic Analysis, Industry Analysis, Company Analysis (EIC Framework) • Technical Analysis: Significance, Charting Techniques: Line chart, Bar chart, Point and Figure chart, Candlesticks chart formations, Technical Indicators: Support and Resistance level, Relative Strength Indicators, Moving Average, Bollinger Band, Dow Theory 	Conceptual and application of tools of security analysis	13	21.67%	0.87	CO2
4	Security Valuation	<ul style="list-style-type: none"> • Valuation of Equity Share: Dividend Discount Models: Zero Growth Model, Gordon's Model, Walter's Model, P/E based model, CAPM • Valuation of Fixed Income Securities: Concept of yield, Yield to maturity, Yield to Call, RYTM, Intrinsic value of a bond, Term structure 	Use of different models to know the intrinsic value of securities	20	33.33%	1.33	CO3

		of interest rates and Bond pricing theorems, Bond duration and convexity,					
5	Introduction to Portfolio Management	<ul style="list-style-type: none"> Meaning of portfolio, Concepts of naïve diversification and well-diversified portfolios, Asset allocation strategies: active and passive, Measurement of portfolio risk and return with upto three securities 	Concept of portfolio and its construction, evaluating performance of portfolio using risk adjusted returns and understanding how to manage portfolio	12	20 %	0.8	CO4

Suggested Readings:

1. Fischer, D. E., & Jordan, R. J. (2018). *Security analysis and portfolio management* (7th ed.). Pearson Education.
2. Sharpe, W. F., Alexander, G. J., & Bailey, J. V. (2019). *Investments* (13th ed.). McGraw-Hill Higher Education.
3. Pandian, P. (2012). *Security analysis and portfolio management* (2nd ed.). Vikas Publishing House.
4. Chandra, P. (2025). *Investment analysis and portfolio management* (7th ed.). Tata McGraw-Hill Education.
5. Reilly, F. K., & Brown, K. C. (2019). *Investment analysis and portfolio management*. Cengage India.
6. Bodie, Z., Kane, A., & Marcus, A. J. (2025). *Investments* (13th ed.). McGraw-Hill Higher Education.
7. Tripathi, V. (2025). *Security analysis and portfolio management: Text and cases*. Taxmann.

CO-PO Mapping:

CO/PO	PO1	PO2	PO3	PO4	PO5	PO6	PO7
CO1	H	M			M		M
CO2	H	M			M		M
CO3	H				M		M
CO4	H				M		M

* H means High relevance, M means Medium relevance, L means Low relevance.

Evaluation Plan:**CIA Plan**

Evaluation Components	Mode	Full Marks	% Weightage (in 100 marks)	Scale Value (A)	PO (Rubrics)
CIA Written Test (WT)	Individual	20	20%	20	CO1, CO2
Other Component	Group/ Individual	05	5%	05	CO1, CO2, CO3, CO4
Attendance	Individual	05	5%	05	
Total				30	

End-Semester Examination

Evaluation Components	Mode	Full Marks	% Weightage (in 100 marks)	Scale Value (B)	PO (Rubrics)
End-Semester	Individual	70	70%	70	CO1, CO2, CO3, CO4

Full Marks (A + B) = 100 Pass Marks 40

Business Research Methods

[Course type: Discipline Specific Core]

[4 Credits]

Course Outcomes (CO):

At the end of this course, students will be able to

CO1: To understand and explain the nature, scope, and process of business research.

CO2: To identify and formulate research problems and objectives relevant to business and managerial contexts.

CO3: To apply appropriate research designs, sampling techniques, and data collection methods in business research.

CO4: To analyze quantitative and qualitative data using basic statistical and analytical tools.

CO5: To evaluate research findings and interpret results for informed managerial decision-making.

CO6: To develop basic research proposals and reports following ethical standards and academic conventions

Course Content:

Module No.	Module Name	Topic(s)	Description	No of Hours allotted	Marks allotted	Credit of each Module	Associated Course Outcome (CO)
I	Introduction to Research	Meaning; Objectives; Research Categories (Basic Research and Applied Research); Types of research (Descriptive, Analytical, Applied, Fundamental, Quantitative, Qualitative, Conceptual, and Empirical research); Research Approaches (Quantitative and Qualitative Approaches); Research Methods vs.	Introduction	5	10%	0.4	CO1

		Research Methodology; Nature and scope of research; Research Process.					
II	Research Problem and Research Design	Selection of a Research problem; Necessity of Defining the Problem; Technique Involved in Defining a Problem; Meaning of Research Design; important concepts relating to research design; types of research designs.	Issues related to Research	5	10%	0.4	CO2, CO3
III	Scaling and Measureme nt	Measurement in Research; Measurement Scales; Sources of Error in Measurement (Reliability and Validity Analysis); Tests of Sound Measurement; Meaning of Scaling; Classification of Measurement Scales (Nominal, Ordinal, Interval and Ratio); Important Scaling Techniques.	Data Measurement	5	10%	0.4	CO2, CO3

III	Sources and Collection of Data	<p>Primary and Secondary Sources – Methods of Data Collection – Questionnaire Design: Questionnaire preparation, characteristics of a good questionnaire; preparing questionnaires for given problems.</p> <p>Sampling Techniques (probability vs. non-probability types).</p>	Sources and Collection of Data	10	20%	0.8	CO2, CO3
IV	Inferential Data Analysis	<p>a) Introduction to Hypothesis Testing – Construction of Hypothesis, Testing Hypothesis for specified population mean and equality of two population means for large and small samples (Z test, t test, and paired-t test - including their non-parametric forms).</p> <p>Chi-Square test for i) goodness of fit, ii) independence of attributes, and iii) homogeneity of population.</p> <p>Simple regression analysis, Multiple regression (two independent variables only), and ANOVA (including Kruskal-Wallis Test).</p> <p>b) Practical Applications using analytical tools.</p>	Data Processing and Analysis	25	30%	1.2	CO3, CO4, CO5

V	Analysis and interpretation of data and research reporting	Meaning of interpretation; techniques of interpretation - significance of report writing; steps; layout of the research report; types of reports; precautions while writing research reports; documentation and bibliography.	Writing a research report	10	20%	0.8	CO6
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Suggested Readings

1. Research Methodology – R. Panneerselvam (Prentice Hall of India)
2. Research Methodology – C. R. Kothari (New Age International Ltd)
3. Statistics For Business Decisions – J. K. Das (Academic Publishers)
4. Research Methods for Business – U. Sekharan(John Wiley and Sons)
5. Business Research Methods – S N Murthy and U Bhojanna (Excel Books)
6. Business Research Methods – D.R. Cooper and P.S. Schindler (Tata McGraw-Hill)
7. IBM SPSS Statistics 25 Step by Step: A Simple Guide and Reference - D. George and P. Mallery (Routledge)
8. Statistical Methods in Business and Social Science – G. V. Shenoy and M. Pant (Macmillan)
9. Statistics for Management, Levin and Rubin (Pearson Education India)

CO-PO Mapping:

CO/PO	PO1	PO2	PO3	PO4	PO5	PO6	PO7
CO1	L						L
CO2	L						L
CO3	M						L
CO4	M						L

CO5	H						L
CO6	H				H		M

** H means high relevance
M means medium relevance
L means low relevance

Plan of Evaluation

<u>Theory (50 marks out of 100)</u>				
Evaluation Components	Mode	Full Marks	% Weightage (in 100 marks)	PO (Rubrics)
CIA (30 marks)				
CIA Written Test (WT) + Other Component (OT) + Attendance	Individual	10 (WT) + 2.5 (OT) + 2.5 (Attendance)	15%	CO1, CO2, CO3 (WT) + CO4, CO5, CO6 (OT)
End-Semester Examination (50 marks)				
Written	Individual	35	35%	CO1, CO2, CO3, CO4, CO5

Pass Marks: 20 for Theory Component

<u>Practical (20 marks out of 100)</u>				
Evaluation Components	Mode	Full Marks	% Weightage (in 100 marks)	PO (Rubrics)
CIA (Practical)	Individual	10	10%	CO4, CO5
End-Semester Examination (20 marks)				
Practical + VIVA VOCE	Individual	25 (Practical) + 15 (VIVA VOCE)	40%	CO4, CO5

Pass Marks: 20 for Practical Component

Tax Management and Practice

[Course type: Discipline Specific Core]

[4 Credits]

Course Outcomes (COs):

After completing the course, learners will be able to:

CO1: Understand tax planning concepts and the assessment of business entities.

CO2: Develop basic tax planning strategies for new businesses and start-ups.

CO3: Apply tax provisions related to NRIs and double taxation relief.

CO4: Analyse key transfer pricing regulations and methods of determining ALP.

Course Content:

Module No.	Module Name	Topic(s)	Description	No. of Hours Allotted	Marks Allotted	Credit of each Module	Associated Course Outcome(s)
1	Profits and gains from Business or Profession	Computation of business income under normal and presumptive taxation scheme.	Computation of taxable business income under normal and presumptive provisions	8	13.33%	0.53	CO1
2	Exemptions and Deductions	Exemptions available to new undertakings established in SEZs, FTZs, or 100% EOUs, Deductions u/c VI-A available to new industrial undertakings	Study of major exemptions and deductions available to new undertakings	10	16.67%	0.67	CO1
3	Assessment of various entities	Taxation of LLP (including AMT),	Taxation framework applicable to different	12	20%	0.80	CO1, CO2

		Taxation of companies (including MAT), Taxation of Business Trusts, Taxation of Start-ups	business entities				
4	Tax Planning	Concepts, objectives, types and tools of tax planning, Tax planning for setting up a new business (location, nature, form of ownership) Tax planning under different heads of income, on set-off and carry forward of losses and on deductions u/c VI-A	Principles and strategies of tax planning for businesses	15	25%	1	CO1, CO2
5	Transfer Pricing and Double Taxation	Meanings of International taxation and International Transfer Pricing, Methods of computation of Arm's length price (ALP), Safe harbour rule. Concept of double taxation, DTAA and advance rulings,	Basics of transfer pricing and relief from double taxation	15	25%	1	CO3, CO4

		Retrospective taxation-concept and cases, Relief from double taxation					
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Suggested Readings:

- Ahuja, Girish and Gupta, Ravi. Corporate Tax Planning. Commercial Law House, Delhi.
- Singhania, Vinod K. and Singhania, Monica. Corporate Tax Planning & Business Tax Procedures. Taxmann Publications Pvt. Ltd., New Delhi.

Additional Readings:

- Acharya. Shuklendra and Gurha. M.G. Tax Planning under Direct taxes. Modern Law Publications, Allahabad.
- Ghosh. T.P. IFRSs. Taxmann Publications Pvt. Ltd., New Delhi.
- Ind AS-12 and AS-22.
- Mittal, D.P. Law of Transfer Pricing. Taxmann Publications Pvt. Ltd., New Delhi.
- The Income Tax Act, 1961. (New amendments are to be considered)
- The Limited Liability Partnership Act, 2008.

CO-PO Mapping:

CO/PO	PO1	PO2	PO3	PO4	PO5	PO6	PO7
CO1	M						H
CO2		M			M		H
CO3	H						M
CO4	H				M		H
CO5	H						H

* H means High relevance, M means Medium relevance, L means Low relevance.

Evaluation Plan:

CIA Plan

Evaluation Components	Mode	Full Marks	% Weightage (in 100 marks)	Scale Value (A)	PO (Rubrics)
CIA Written Test (WT)	Individual	20	20%	20	CO1, CO2
Other Component	Group/ Individual	05	5%	05	CO3, CO4
Attendance	Individual	05	5%	05	
Total				30	

End-Semester Examination

Evaluation Components	Mode	Full Marks	% Weightage (in 100 marks)	Scale Value (B)	PO (Rubrics)
End-Semester	Individual	70	70%	70	CO1, CO2, CO3, CO4

Full Marks (A + B) = 100 Pass Marks 40