Anekant Education Society's

Tuljaram Chaturchand College of Arts, Science & Commerce, Baramati

(Empowered Autonomous)

Three/Four Year Honours/Honours with Research B.Com. Degree

Program in Cost and Management Accounting

(Faculty of Commerce)

CBCS Syllabus

SYBCOM (Cost and Management Accounting)

For Department of Commerce

NEP-2.0

Choice Based Credit System Syllabus

(2024 Pattern)

(As Per NEP-2020)

To be implemented from Academic Year 2025-2026

Title of the Programme: SYBCOM (Cost and Management Accounting)

Preamble

AES's Tuljaram Chaturchand College has decided to change the syllabus of various faculties from June, 2023 by taking into consideration the guidelines and provisions given in the National Education Policy (NEP), 2020. The NEP envisions making education more holistic and effective and to lay emphasis on the integration of general (academic) education, vocational education and experiential learning. The NEP introduces holistic and multidisciplinary education that would help to develop intellectual, scientific, social, physical, emotional, ethical and moral capacities of the students. The NEP 2020 envisages flexible curricular structures and learning based outcomes for the development of the students. The credit structure and the courses framework provided in the NEP are nationally accepted and internationally comparable.

The rapid changes in science and technology and new approaches in different areas of Commerce and related subjects, Board of Studies in Cost and Management Accounting of Tuljaram Chaturchand College, Baramati - Pune has prepared the syllabus of FYBA Geography Semester - I under the Choice Based Credit System (CBCS) by following the guidelines of NEP 2020, NCrF, NHEQF, Prof. R.D. Kulkarni's Report, GR of Gov. of Maharashtra dated 20th April, 16th May 2023 and 13th March, 2024 and Circular of SPPU, Pune dated 31st May 2023 and 2nd May, 2024.

A degree in Cost and Management Accounting prepares students for many rewarding career paths. Graduates find opportunities in financial analysis, management consulting, strategic planning, performance management, risk assessment, internal auditing, budgeting, and beyond. Throughout their three-year degree program, students delve into accounting and management principles at various scales, from individual enterprises to global corporations. They develop the ability to identify and analyze financial data, comprehend cost behaviors, and assess financial performance across different organizations.

The curriculum explores the complex relationship between financial decision-making and business strategy, revealing how financial insights drive managerial actions and contribute to organizational success. Specializing in this discipline, students gain insights into the processes that influence business financial health, the creation of budget plans, and resource allocation strategies. Armed with a comprehensive skill set and knowledge base, graduates are

well-equipped to enhance the financial understanding of businesses and tackle the challenges presented by our dynamic economic landscape.

Ultimately, updating the Cost and Management Accounting syllabus by NEP 2020 ensures that students receive an education that is relevant and thorough and equips them to adeptly navigate today's interconnected business world. It provides them with the knowledge, skills, and competencies necessary to contribute significantly to the corporate sector and pursue their academic and professional aspirations in an ever-evolving global economy.

Programme Specific Outcomes (PSOs)

PSO1: Cost and Management Analysis: Showcase your ability to analyze complex business problems related to costs and management practices, proposing effective solutions for improved financial performance and resource allocation, particularly within rural and urban contexts. These skills you can immediately apply in your professional life, making you a valuable asset in any business setting.

PSO2: Socio-Economic Impact Assessment: Develop and conduct socio-economic survey projects that evaluate the financial health and development of specific communities or social groups, considering the impact of business activities.

PSO3: Effective Collaboration and Leadership: Develop and showcase your ability to collaborate effectively as individuals, team members, or leaders in diverse business settings, fostering multidisciplinary approaches to problem-solving and decision-making within cost and management accounting. This program will equip you with the necessary skills to lead and succeed in any business environment.

PSO4: Technology Integration: Apply modern technology tools and data collection methods appropriate for cost and management accounting practices in contemporary business environments.

PSO5: Business Communication and Reporting: Communicate effectively with stakeholders at local and global levels, utilizing modern communication tools and financial reporting practices to present cost and management accounting data clearly and concisely.

PSO6: Critical Thinking and Ethical Decision-Making: Develop critical thinking skills to analyze complex financial data, understand the ethical implications of cost and management accounting practices, and make sound decisions that contribute to organizational success while adhering to professional and ethical standards.

PSO7: Observation and Problem Identification: Cultivate strong observation skills through field experiences to identify local communities' socio-economic issues and business challenges, informing cost and management accounting solutions.

PSO8: Understanding Human Behavior in Business: Gain insights into human perception and behavior within business contexts to improve cost management and resource allocation decision-making.

PSO9: Sustainable Business Practices: Advocate for empathetic social and economic responsibility, champion equity-centered approaches in business development, and actively engage as future business leaders who promote sustainable practices. By doing so, you're not just benefiting your organization, but also making a positive impact on the community and the world at large.

PSO10: Management Skills for Cost Control: Develop a comprehensive understanding of management principles and their application to cost control strategies within organizations, functioning effectively as individuals and in collaborative teams.

PSO11: Professional Ethics and Integrity: Uphold high ethical standards by recognizing diverse value systems, considering the moral implications of cost and management accounting decisions, and taking responsibility for actions in both personal and professional life.

PSO12: Business Ethics and Sustainability Integration: Integrate an understanding of the societal and ethical impact of cost and management accounting practices, actively promoting sustainable business development strategies.

PSO13: Problem Detection and Business Sustainability: Utilize problem-solving skills to identify critical financial issues and spatial challenges that impact business sustainability, developing strategies to mitigate these risks.

Anekant Education Society's

Tuljaram Chaturchand College

of Arts, Science and Commerce Baramati, Dist-Pune

(Empowered Autonomous)

Board of Studies in Cost and Management Accounting

(Academic Year 2025-26 to 2027-28)

Sr.No.	Name of Member	Designation
1.	**Dr. Bale Vivek A.** Assistant Professor, Department of Commerce, T. C. College, Baramati.	**Chairperson**
2.	**Dr. Pawar Janardhan K.** Assistant Professor, Department of Commerce, T. C. College, Baramati.	Member
3.	**Dr. Shah Niranjan Ramesh** Assistant Professor, Department of Commerce, T. C. College, Baramati	Member
4.	**Dr. Badve Megha Rajesh** Assistant Professor, Department of Commerce, T. C. College, Baramati	Member
5.	**Dr. Gore Dinesh Sambhaji** Assistant Professor, Department of Commerce, T. C. College, Baramati	Member
6.	**Ms. Borawake Shweta** Assistant Professor, Department of Commerce, T. C. College, Baramati	Member
7.	**Dr. Pathan Reshma Mohiddin** Assistant Professor, Department of Commerce, T. C. College, Baramati	Member
8.	**Mr. More Ravindra S.** Assistant Professor, Department of Commerce, T. C. College, Baramati	Member
9.	**Ms.Vhora Puja A.** Assistant Professor, Department of Commerce, T. C. College, Baramati	Member
10.	**Dr. Bhosale Manisha B.** Assistant Professor, Department of Commerce, T. C. College, Baramati	Member
11.	**Ms. Khune Rupali Anand** Assistant Professor, Department of Commerce, T. C. College, Baramati	Member

12.	**Dr.Devendra Ajit Dagade**	Vice-Chancellor Nominee Subject Expert from SPPU, Pune
13.	**Dr. Nazare Kalyani Sandip**	Subject Expert from Outside the Parent University
14.	**Dr. Suyog A. Amrutrao**	Subject Expert from Outside the Parent University
15.	**CMA Dhavalikar Anuradha Makarand**	Representative from industry/corporate sector/allied areas
16.	**Dr. Wable Bhagyashri Madhukar**	Member of the College Alumni
17.	**Dandavate Shravani Unmesh**	UG Student
18.	**Borate Pooja Sawata**	PG Student

Credit Distribution Structure for Three/Four Year Honours/Honours with Research Degree Programme
With Multiple Entry and Exit options as per National Education Policy (2024 Pattern as per NEP-2020)

Level/ Difficulty	Sem	Subject DSC-1	Subject DSC-2	Subject DSC-3	GE/OE	SEC	IKS	AEC	VEC	CC	Total
4.5/100	I	4(T)	4(T)	4(T)	2(T)	2 (T)	2(T) (Generic)	2(T)	2(T)	--	22
	II	4(T)	4(T)	4(T)	2(T)	2 (T)	--	2(T)	2(T)	2(T)	22
Exit option: Award of UG Certificate in Major with 44 credits and an additional 4 credits core NSQF course/Internship OR Continue with Major and Minor **Continue option**: Student will select one subject among the (subject 1, subject 2 and subject 3) as major and other as minor and third subject will be dropped.											

Level/ Difficulty	Sem	Credits Related to Major: Major Core	Major Elective	VSC	FP/OJT/CEP/RP	Minor	--	GE/OE	SEC	IKS	AEC	VEC	CC	Total
5.0/200	III	6(T)	--	2 (T)	2(FP)	4(T)	--	2(T)	--	2(T)	2(T)	--	2(T)	22
	IV	6(T)	--	2 (T)	2(CEP)	4(T)	--	2(T)	2 (T)	--	2(T)	--	2(T)	22
Exit option: Award of UG Diploma in Major and Minor with 88 credits and an additional 4credits core NSQF course/Internship OR Continue with Major and Minor														
5.5/300	V	12(T)	4(T)	2 (T)	2(FP/CEP)	2(T)	--	--	--	--	--	--	--	22
	VI	12(T)	4(T)	2 (T)	4 (OJT)	--	--	--	--	--	--	--	--	22
Total 3Years		**44**	**8**	**8**	**10**	**18**	**8**	**8**	**6**	**4**	**8**	**4**	**6**	**132**
Exit option: Award of **UG Degree in Major** with 132 credits OR Continue with Major and Minor														
6.0/400	VII	10 (T)	4(T)	--	4(RP)	4(RM)(T)	--	--	--	--	--	--	--	22
	VIII	10 (T)	4(T)	--	6(RP)	--	--	--	--	--	--	--	--	22
Total 4Years		**64**	**16**	**8**	**22**	**22**	**8**	8	**6**	**4**	**8**	**4**	**6**	**176**
Four Year **UG Honours with Research Degree** in Major and Minor with 176 credits														
6.0/400	VII	10 (T)	4(T)	--	--	4(RM) (T)	--	--	--	--	--	--	--	22
	VIII	10 (T)	4(T)	--	4 (OJT)	--	--	--	--	--	--	--	--	22
Total 4Years		**72**	**16**	**8**	**14**	**22**	**8**	8	**6**	**4**	**8**	**4**	**6**	**176**
Four Year **UG Honours Degree** in Major and Minor with 176 credits														

T = Theory **P** = Practical **DSC** = Discipline Specific Course **OE** = Open Elective **SEC** = Skill Enhancement Course
IKS = Indian Knowledge System **AEC** = Ability Enhancement Course **VEC** = Value Education Course **CC** = Co-curricular Course **VSC**= Vocational Skill Course
OJT= On Job Training **CEP**= Community Engagement Project **FP**= Field Project **RP**= Research Project

Course Structure for S.Y. B.Com. Commerce (2024 Pattern) as per NEP-2020

B.Com. in Cost and Management Accounting

Sem.	Course Type	Course Code	Course Title	Theory / Practical	Credits
III	Major Mandatory	COM-201-MRM (D)	Overhead Accounting and Cost Distribution	Theory	04
	Major Mandatory	COM-202-MRM (D)	Activity Based Costing and Job Costing	Theory	02
	Vocational Skill Course (VSC)	COM-203-VSC	Business Communication	Theory	02
	Field Project (FP)	COM-204-FP	Field Project	Practical	02
	Minor	COM-205-MN(A)	**Company Accounts- I**	Theory	04
	Open Elective (OE)	COM-206-OE	Basics of Commerce	Theory	02
	Subject Specific IKS	COM-207-IKS(D)/	Indigenous Cost Accounting	Theory	02
	Ability Enhancement Course (AEC)	MAR-210-AEC / HIN-210-AEC/SAN-210-AEC	Marathi OR Hindi OR Sanskrit	Theory (Choose any One out of 2)	02
	Co-curricular Course (CC)	YOG/PES/CUL/ NSS/NCC-211-CC	Co-curricular Course (CC)	T/P	02
				Total Credits	**22**

Sem.	Course Type	Course Code	Course Title	Theory / Practical	Credits
IV	Major Mandatory	COM-251-MRM(D)	Cost Accounting Standards and Contract Costing	Theory	04
	Major Mandatory	COM-252-MRM(D)	Modern Approaches to Costing	Theory	02
	Vocational Skill Course (VSC)	COM-253-VSC	Soft Skills and Modern Business Communication	Theory	02
	Community Engagement Project (CEP)	COM-254-CEP	Community Engagement Programme	Practical	02
	Minor	COM-255-MN(B)	Company Accounts- II	Theory	04
	Open Elective (OE)	COM-256-OE	Elements of Contemporary Commerce	Theory	02
	Skill Enhancement Course (SEC)	COM-257-SEC	Essentials of Business Management	Theory	02
	Ability Enhancement Course (AEC)	MAR-260-AEC / HIN-260-AEC/SAN-260-AEC	Marathi OR Hindi OR Sanskrit	Theory	02
	Co-curricular Course (CC)	YOG/PES/CUL/ NSS/NCC-261-CC	Co-curricular Course (CC)	T/P	02
				Total Credits	**22**

SYLLABUS FOR S.Y.B.COM
(2024 PATTERN)

Name of the Programme : **B.Com**
Programme Code : **UCOM**
Class : **S.Y.B.Com**
Semester : **IV**
Course Type : **Major Mandatory**
Course Code : **COM-251-MRM(D)**
Course Name : **Cost Accounting Standards and Contract Costing**
Credit : **04 Credits (Theory)**
No. of lectures : **60**

Course Objectives:

1. Understand the concepts and applications of Cost Accounting Standards (CAS) related to production, administrative, selling, distribution, and joint costs.
2. Explain the classification, allocation, and absorption of various overheads in compliance with CAS guidelines.
3. Comprehend the meaning, features, and scope of Process Costing and its relevance in continuous manufacturing environments.
4. Learn to prepare process accounts incorporating normal and abnormal loss/gain and valuation of work-in-progress.
5. Understand the nature and characteristics of Contract Costing and distinguish between work certified and uncertified.
6. Analyze key elements of contracts such as escalation clauses, retention money, and cost-plus contracts for effective cost determination.
7. Develop analytical ability to compute profit on incomplete contracts and prepare cost statements for long-term projects.

Course Outcomes:

CO 1: Apply the principles of CAS 3, CAS 11, CAS 13, and CAS 19 for accurate cost classification and reporting of overheads and joint costs.
CO 2: Illustrate how production, administrative, and selling overheads are accumulated, apportioned, and controlled in cost accounting.
CO 3: Explain the meaning, features, and applicability of Process Costing in different industries and assess its advantages and limitations.
CO 4: Prepare Process Accounts showing treatment of normal and abnormal losses/gains and valuation of work-in-progress.
CO 5: Describe the concept, features, and procedures of Contract Costing, including treatment of work certified and uncertified.
CO 6: Analyze the application of escalation clauses, retention money, and cost-plus contracts in determining contract costs.
CO 7: Compute and evaluate profit on incomplete contracts and prepare cost statements for managerial decision-making.

TOPICS/CONTENTS AND LEARNING POINTS

Unit I: Cost Accounting Standards – Overheads (15 Hours)

1.1 CAS 03 – Production and Operation Overheads
1.2 CAS 11 – Administrative Overheads
1.3 CAS 13 – Selling & Distribution Overheads
1.4 CAS 19 – Joint Costs

Unit II: Accounting for Process Costing (15 Hours)

2.1 Meaning, Features, and Applicability of Process Costing
2.2 Advantages and Disadvantages of Process Costing
2.3 Preparation of Process Accounts, including Normal and Abnormal Loss/Gain
2.4 Valuation of Work-in-Progress

Unit III: Fundamentals of Contract Costing (15 Hours)

3.1 Meaning and Features of Contract Costing
3.2 Work-Certified and Uncertified
3.3 Escalation Clause & Retention Money

Unit IV: Accounting for Contract Costing (15 Hours)

4.1 Cost Plus Contract
4.2 Work-in-Progress
4.3 Profit on Incomplete Contracts

Recommended Books:

1. Prof. Subhash jagtap -: Practice in Advanced costing and Management Accounting. Nirali Prakashan, Pune
2. Ravi Kishor -: Advanced Cost Accounting and Cost Systems Taxman's Allied Service Pvt. Ltd., New Delhi.
3. S.P. Lyengar -: Cost Accounting Principles and Practice, Sultan Chand & Sons Accounting, Taxman's, New Delhi.
4. Ravi Kishor -: Students Guide to Cost Accounting Taxman's, New Delhi.
5. M.N. Arora -: Cost Accounting Principles and Practice Vikas Publishing House Pvt. Ltd., New Delhi
6. S.N. Maheshwari and S.N. Mittal -: Cost Accounting, Theory and Problems, Mahavir book Depot, New Delhi.
7. B.L. Lall and G.L. Sharma -: Theory and Techniques of Cost Accounting. Himalaya Publishing House, New Delhi.
8. V.K. Saxena and Vashista -: Cost Accounting – Text book. Sultan Chand and Sons, New Delhi
9. V.K. Saxena and Vashista -: Cost Audit and Management Audit. Sultan Chand and Sons, New Delhi
10. Jain and Narang -: Cost Accounting Principles and Practice. Kalyani Publishers
11. N.K. Prasad -: Principles and Practice of Cost Accounting Book Syndicate Pvt. Ltd., Calcutta.
12. N.K. Prasad -: Advanced Cost Accounting Syndicae Pvt Ltd., Calcutta.
13. R.K. Motwani -: Practical Costing. Pointer Publisher, Jaipur
14. R.S.N. Pillai and V. Bhagavati -: Cost Accounting.

Assessment Pattern:

Internal Assessment Teacher can choose any one or more of the following methods: Unit Test, Presentation, Field Work, Assignment, Assigning Internship to Students	**40 Marks**
External Examination For external examination the Question Paper should consist of: Theory Questions – 50% and Problems – 50%	**60 Marks**
Total Marks	**100 Marks**

Choice Based Credit System Syllabus (2024 Pattern)

(As Per NEP 2020)

Mapping of Program Outcomes with Course Outcomes

Class: S.Y.B.Com (Sem IV) **Subject**: Cost Accounting Standards and Contract Costing

Course: **Major Mandatory** **Course Code**: **COM-251-MRM(D)**

Weightage: 1= weak or low relation, 2= moderate or partial relation, 3= strong or direct relation

CO / PO	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9	PO 10	PO 11	PO 12	PO 13	PO 14	PO 15
CO 1	3	2	2	1	2	2	2	1	2	1	1	1	1	2	2
CO 2	3	3	3	1	3	2	2	1	2	2	2	2	1	3	2
CO 3	3	3	3	1	3	2	2	1	2	2	2	2	1	3	2
CO 4	3	2	3	2	3	3	2	2	2	2	2	2	1	3	2
CO 5	3	3	3	1	3	2	2	1	2	2	2	2	1	3	3
CO 6	3	3	3	1	3	3	2	1	2	3	2	2	1	3	2
CO 7	3	3	3	2	3	3	3	1	2	3	2	3	3	3	2

Justification for the Mapping

PO1: Fundamental Knowledge and Coherent Understanding

CO1: Introduces the fundamental principles and terminology of cost accounting, building a strong conceptual foundation.
CO2: Enhances understanding of cost elements through preparation of cost sheets and classification.
CO3: Deepens knowledge of methods of costing and their practical application in business.
CO4: Strengthens understanding of process costing and its role in managerial decision-making.
CO5: Develops conceptual clarity regarding contract costing procedures and accounting treatments.
CO6: Promotes understanding of operating and service costing systems used in different industries.
CO7: Integrates all key concepts to form a coherent understanding of cost control and management accounting.

PO2: Procedural Knowledge for Skill Enhancement

CO1: Demonstrates the procedural steps in collecting and classifying cost data.
CO2: Applies systematic procedures for cost allocation and apportionment.
CO3: Uses step-by-step methods for calculating overhead absorption rates.
CO4: Follows detailed procedures for recording and analyzing process losses.
CO5: Implements procedural knowledge in recording and evaluating contract costs.
CO6: Applies procedural understanding to analyze and interpret service costing data.
CO7: Integrates procedural steps to prepare, analyze, and interpret comprehensive cost statements.

PO3: Critical Thinking and Problem-Solving Skills

CO1: Understanding basic overhead concepts involves some application of problem-solving skills.
CO2: Classifying overheads and linking them to real-world scenarios requires critical thinking.
CO3: Mastery of CAS requires applying critical thinking and problem-solving skills.
CO4: Practical application of cost allocation methods involves real-life problem-solving.
CO5: Solving apportionment and reapportionment problems requires analytical and problem-solving

skills.
CO6: Applying absorption rates requires critical problem-solving abilities.
CO7: Analyzing under and over absorption, and offering solutions, requires strong problem-solving and critical thinking skills.

PO4: Communication Skills

CO1: Preparing cost sheets enhances students' written communication and data presentation skills.
CO2: Explaining cost allocation develops clarity and precision in financial communication.
CO3: Presenting overhead analysis improves oral and written presentation abilities.
CO4: Interpreting process costing outcomes strengthens communication of complex financial information.
CO5: Preparing contract cost reports enhances report writing and professional communication.
CO6: Explaining service costing data improves confidence in conveying cost results to stakeholders.
CO7: Integrating findings across all units promotes concise and effective communication in cost reporting.

PO5: Analytical Reasoning Skills

CO1: Understanding cost behavior builds the foundation for analytical reasoning.
CO2: Applying apportionment principles develops logical reasoning and interpretation skills.
CO3: Analyzing overhead trends enhances analytical accuracy and cost insight.
CO4: Studying process losses encourages analytical evaluation of efficiency.
CO5: Evaluating contract profitability builds reasoning based on evidence and computation.
CO6: Comparing service cost data develops structured analytical thinking.
CO7: Synthesizing all cost data fosters advanced analytical and evaluative reasoning.

PO6: Innovation, Employability, and Entrepreneurial Skills

CO1: Knowledge of cost systems builds employability in accounting roles.
CO2: Application of cost apportionment techniques enhances workplace readiness.
CO3: Creative solutions in overhead control promote innovative thinking.
CO4: Process costing applications support efficiency and innovation in production.
CO5: Understanding contract costing fosters entrepreneurial insight in pricing and resource planning.
CO6: Service costing knowledge develops adaptability across business sectors.
CO7: Integrating all costing concepts supports innovative and sustainable decision-making in entrepreneurship.

PO7: Multidisciplinary Competence

CO1: Links cost accounting to principles of management and finance.
CO2: Connects cost allocation with budgeting and managerial planning.
CO3: Relates overhead costing to production and operations management.
CO4: Integrates process costing with manufacturing and supply chain systems.
CO5: Merges contract costing knowledge with project management principles.
CO6: Applies service costing within business administration contexts.
CO7: Combines all approaches for a holistic understanding of multidisciplinary business systems.

PO8: Value Inculcation through Community Engagement

CO1: Promotes awareness of fairness and integrity in cost determination.
CO2: Encourages ethical cost allocation and equitable resource distribution.
CO3: Highlights accountability in managing overheads and resources.
CO4: Promotes transparency in process costing and cost communication.
CO5: Reinforces social responsibility in contract accounting practices.
CO6: Encourages ethical reporting and service costing for societal benefit.
CO7: Develops value-based professional ethics for socially responsible accounting practices.

PO9: Traditional Knowledge into Modern Application

CO1: Introduces Indian traditional cost-control values such as thrift and efficiency.
CO2: Connects indigenous accounting practices with modern cost methods.
CO3: Applies traditional efficiency-based thinking to overhead control.
CO4: Relates ancient Indian process optimization to cost minimization.
CO5: Integrates ethical contract management traditions into costing.
CO6: Blends Indian service ethics with modern accounting systems.
CO7: Promotes contextual application of Indian cost principles within contemporary frameworks.

PO10: Design and Development of System
CO1: Lays the foundation for designing systematic cost recording frameworks.
CO2: Encourages design thinking in developing cost apportionment models.
CO3: Builds ability to construct overhead costing systems for varied industries.
CO4: Guides in designing process costing systems tailored to production needs.
CO5: Enhances capacity to design contract costing mechanisms for project control.
CO6: Supports development of cost systems suited for service industries.
CO7: Integrates all systems to design comprehensive and efficient costing frameworks.
PO11: Ethical and Social Responsibility
CO1: Emphasizes honesty and transparency in recording costs.
CO2: Promotes fairness in distributing overheads and resources.
CO3: Encourages ethical behavior in cost absorption and reporting.
CO4: Highlights accountability in process costing and production decisions.
CO5: Develops ethical awareness in contract execution and cost analysis.
CO6: Reinforces responsibility toward stakeholders through fair cost practices.
CO7: Integrates CAS principles to maintain integrity and ethical professionalism.
PO12: Research-Related Skills
CO1: Encourages inquiry into classification and cost behavior patterns.
CO2: Promotes analysis of data in allocation and apportionment research.
CO3: Develops ability to identify trends in overhead and cost control studies.
CO4: Fosters curiosity to explore process efficiency and cost innovations.
CO5: Supports data collection and evaluation in contract cost research.
CO6: Builds awareness of emerging research in operating and service costing.
CO7: Encourages independent study and application of research findings in cost accounting.
PO13: Teamwork
CO1: Promotes collaboration in basic cost sheet preparation.
CO2: Builds teamwork through joint exercises in allocation and apportionment.
CO3: Encourages cooperative problem-solving in overhead costing.
CO4: Supports group discussions and learning in process costing.
CO5: Develops coordination during contract costing projects.
CO6: Fosters shared responsibility in service costing analysis.
CO7: Strengthens teamwork and leadership through joint cost report preparation.
PO14: Area-Specific Expertise
CO1: Develops domain-specific understanding of cost elements.
CO2: Builds technical expertise in cost allocation and control.
CO3: Provides specialized knowledge of overhead costing systems.
CO4: Enhances proficiency in process and joint product costing.
CO5: Deepens expertise in contract costing and evaluation.
CO6: Expands knowledge in operating and service costing.
CO7: Consolidates specialized knowledge for mastery in cost and management accounting.
PO15: Environmental Awareness
CO1: Introduces environmental costs as part of the cost accounting system.
CO2: Promotes awareness of waste management in cost apportionment.
CO3: Highlights inclusion of environmental overheads in cost control.
CO4: Encourages sustainable practices through process loss management.
CO5: Integrates environmental responsibility in contract costing.
CO6: Promotes eco-consciousness in service industry costing.
CO7: Reinforces the importance of sustainability and green accounting in cost management.

SYLLABUS FOR S.Y.B.COM
(2024 PATTERN)

Name of the Programme : **B.Com**
Programme Code : **UCOM**
Class : **S.Y.B.Com**
Semester : **IV**
Course Type : **Major Mandatory**
Course Code : **COM-252-MRM(D)**
Course Name : **Modern Approaches to Costing**
Credit : **02 Credits (Theory)**
No. of lectures : **30**

Course Objectives:

1. Understand the definition, meaning, and evolution of the Just-in-Time (JIT) philosophy in modern production systems.
2. Identify and explain the key features and conditions necessary for the successful implementation of JIT.
3. Learn the concept and methodology of Resource Consumption Accounting (RCA) as an advanced cost management technique.
4. Analyze the advantages and challenges involved in implementing RCA in practical business environments.
5. Understand the concept and accounting procedures related to Joint Product Costing, including objectives and methods of cost apportionment.
6. Examine the classification and accounting treatment of By-Products in manufacturing organizations.
7. Develop the ability to solve numerical problems related to joint product and by-product costing for effective managerial decision-making.

Course Outcomes:

CO 1: Explain the concept, meaning, and evolution of the Just-in-Time (JIT) system and its relevance in cost efficiency.
CO 2: Analyze the features and success factors of JIT and evaluate its impact on inventory management and production control.
CO 3: Describe the concept and methodology of Resource Consumption Accounting (RCA) and its role in performance measurement.
CO 4: Assess the advantages and practical challenges of implementing RCA in different business sectors.
CO 5: Apply the principles of Joint Product Costing to allocate joint costs among multiple products using appropriate methods.
CO 6: Explain the classification and accounting treatment of By-Products and evaluate their impact on overall cost determination.
CO 7: Solve numerical problems on joint and by-product costing to support managerial decisions and cost control.

TOPICS/CONTENTS AND LEARNING POINTS

Unit I : Just in Time (07 LECTURES)

1.1 Definition and meaning
1.2 Evolution of JIT
1.3 Features of JIT Philosophy
1.4 Conditions necessary for success of JIT

Unit II: Resource Consumption Accounting (08 LECTURES)

2.1 Defintion and meaning
2.2 Methdology in implementation of RCA
2.3 Advantages of RCA
2.4 Difficulties in implementation of RCA

Unit III: Joint Products and By-Product Costing (15 LECTURES)

3.1 Types of Products
3.2 **Joint Product Costing**

- Meaning, Objectives, Accounting
- Methods of Apportionment of Joint Costs

3.3 **By-Product Costing**

- Classification of By-Products
- Accounting Treatment

Numerical questions

Recommended Books

1. Prof. Subhash Jagtap – *Practice in Advanced Costing and Management Accounting*, Nirali Prakashan, Pune.
2. Ravi Kishor – *Advanced Cost Accounting and Cost Systems*, Taxman's Allied Service Pvt. Ltd., New Delhi.
3. S.P. Iyengar – *Cost Accounting Principles and Practice*, Sultan Chand & Sons Accounting, Taxman's, New Delhi.
4. Ravi Kishor – *Students Guide to Cost Accounting*, Taxman's, New Delhi.
5. M.N. Arora – *Cost Accounting Principles and Practice*, Vikas Publishing House Pvt. Ltd., New Delhi.
6. S.N. Maheshwari and S.N. Mittal – *Cost Accounting: Theory and Problems*, Mahavir Book Depot, New Delhi.
7. B.L. Lall and G.L. Sharma – *Theory and Techniques of Cost Accounting*, Himalaya Publishing House, New Delhi.
8. V.K. Saxena and C.D. Vashista – *Cost Accounting – Textbook*, Sultan Chand and Sons, New Delhi.
9. Jain and Narang – *Cost Accounting Principles and Practice*, Kalyani Publishers.
10. N.K. Prasad – *Principles and Practice of Cost Accounting*, Book Syndicate Pvt. Ltd., Calcutta.
11. R.K. Motwani – *Practical Costing*, Pointer Publisher, Jaipur.
12. R.S.N. Pillai and V. Bhagavati – *Cost Accounting*.

Assessment Pattern:

Internal Assessment Teacher can choose any one or more of the following methods: Unit Test, Presentation, Field Work, Assignment, Assigning Internship to Students	**40 Marks**
External Examination For external examination the Question Paper should consist of: Theory Questions – 50% and Problems – 50%	**60 Marks**
Total Marks	**100 Marks**

Choice Based Credit System Syllabus (2024 Pattern)

(As Per NEP 2020)

Mapping of Program Outcomes with Course Outcomes

Class: S.Y.B.Com (Sem IV) **Subject**: **Modern Approaches to Costing**

Course: **Major Mandatory** **Course Code**: **COM-252-MRM(D)**

Weightage: 1= weak or low relation, 2= moderate or partial relation, 3= strong or direct relation

CO / PO	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9	PO 10	PO 11	PO 12	PO 13	PO 14	PO 15
CO 1	3	3	2	1	2	2	1	1	2	1	1	1	1	2	2
CO 2	3	3	3	1	3	2	1	1	2	2	2	2	1	3	2
CO 3	3	3	3	1	3	3	2	1	2	2	2	3	1	3	2
CO 4	3	3	3	1	3	3	2	1	2	2	2	2	1	3	2
CO 5	3	3	3	1	3	3	2	1	2	2	2	2	2	3	2
CO 6	3	3	3	1	3	3	2	1	2	2	2	2	2	3	2
CO 7	3	3	3	1	3	3	2	1	2	2	2	3	2	3	2

Justification for the Mapping

PO1: Fundamental Knowledge and Coherent Understanding

CO1: Introduces JIT principles and cost efficiency concepts.
CO2: Enhances understanding of inventory control and production management.
CO3: Explains RCA concepts for performance measurement.
CO4: Encourages evaluation of RCA implementation in businesses.
CO5: Demonstrates joint product costing concepts and allocation methods.
CO6: Explains by-product classification and its impact on costs.
CO7: Develops ability to solve practical joint and by-product costing problems.

PO2: Procedural Knowledge for Skill Enhancement

CO1: Applies step-by-step JIT scheduling and inventory management.
CO2: Analyzes procedural aspects of JIT implementation.
CO3: Demonstrates RCA methodology in resource consumption tracking.
CO4: Applies RCA processes in evaluating operational efficiency.
CO5: Allocates joint costs using systematic procedures.
CO6: Applies accounting treatment for by-products methodically.
CO7: Solves numerical problems using structured costing procedures.

PO3: Critical Thinking and Problem-Solving Skills

CO1: Identifies inefficiencies and problem areas in production.
CO2: Evaluates JIT success factors and operational improvements.

CO3: Analyzes resource data to improve performance using RCA.
CO4: Solves challenges in RCA implementation with logical reasoning.
CO5: Determines optimal joint cost allocation using analytical thinking.
CO6: Evaluates by-product impact on overall profitability.
CO7: Develops solutions for complex joint and by-product costing scenarios.

PO4: Communication Skills
CO1: Explains JIT concepts clearly in reports or discussions.
CO2: Communicates success factors and impact of JIT effectively.
CO3: Presents RCA methodology and performance metrics logically.
CO4: Discusses RCA implementation challenges with clarity.
CO5: Prepares and explains joint cost allocation statements.
CO6: Explains by-product accounting and reporting accurately.
CO7: Communicates solutions to joint/by-product costing problems effectively.

PO5: Analytical Reasoning Skills
CO1: Evaluates production costs using JIT data.
CO2: Analyzes inventory trends and efficiency improvements.
CO3: Interprets resource consumption data analytically.
CO4: Assesses RCA results for decision-making.
CO5: Analyzes joint cost allocation alternatives.
CO6: Evaluates financial impact of by-products.
CO7: Solves problems using analytical reasoning in joint/by-product costing.

PO6: Innovation, Employability, and Entrepreneurial Skills
CO1: Identifies efficiency improvement opportunities in JIT.
CO2: Innovates production and inventory solutions.
CO3: Suggests resource optimization through RCA.
CO4: Develops creative solutions to RCA challenges.
CO5: Innovates cost allocation for managerial decisions.
CO6: Improves profitability using by-product strategies.
CO7: Applies cost solutions in entrepreneurial or employable contexts.

PO7: Multidisciplinary Competence
CO1: Links JIT with accounting, management, and operations.
CO2: Integrates JIT principles across business functions.
CO3: Connects RCA with finance, operations, and performance metrics.
CO4: Applies RCA understanding across business sectors.
CO5: Applies joint costing concepts in multiple business contexts.
CO6: Integrates by-product costing across operational functions.
CO7: Demonstrates multidisciplinary knowledge in solving complex costing problems.

PO8: Value Inculcation through Community Engagement
CO1: Promotes ethical resource utilization in JIT.
CO2: Encourages responsible inventory management practices.
CO3: Highlights ethical performance measurement using RCA.
CO4: Emphasizes fairness and transparency in RCA application.
CO5: Supports ethical joint cost allocation in community/business projects.
CO6: Encourages responsible by-product handling and reporting.
CO7: Reinforces ethical and community-conscious cost decision-making.

PO9: Traditional Knowledge into Modern Application
CO1: Integrates traditional cost-efficiency practices with JIT.
CO2: Applies historic inventory and production methods in modern contexts.
CO3: Combines traditional resource tracking with RCA techniques.

CO4: Uses classic efficiency principles in RCA application.
CO5: Adapts joint cost allocation methods from traditional costing.
CO6: Merges traditional by-product usage concepts with modern accounting.
CO7: Solves modern costing problems incorporating traditional business practices.

PO10: Design and Development of System
CO1: Designs JIT-based production systems.
CO2: Develops inventory control and workflow processes.
CO3: Structures RCA for efficient resource tracking.
CO4: Designs practical RCA implementation systems.
CO5: Creates joint costing frameworks for managerial use.
CO6: Develops accounting systems for by-products.
CO7: Designs comprehensive solutions for joint/by-product costing.

PO11: Ethical and Social Responsibility
CO1: Promotes ethical decision-making in JIT adoption.
CO2: Encourages fair treatment in inventory control.
CO3: Ensures ethical use of RCA data.
CO4: Highlights responsibility in applying RCA solutions.
CO5: Reinforces integrity in joint cost allocations.
CO6: Ensures ethical by-product accounting.
CO7: Promotes accountability and integrity in cost decision-making.

PO12: Research-Related Skills
CO1: Explores JIT research on cost efficiency.
CO2: Investigates inventory optimization strategies.
CO3: Researches RCA implementation and effectiveness.
CO4: Examines RCA challenges through case studies.
CO5: Analyzes joint costing methods with research orientation.
CO6: Studies by-product cost impact.
CO7: Conducts applied research on joint/by-product cost solutions.
PO13: Teamwork
CO1: Collaborates on JIT project studies.
CO2: Works in teams to implement inventory solutions.
CO3: Performs RCA analysis in group settings.
CO4: Solves RCA challenges collectively.
CO5: Allocates joint costs as a team exercise.
CO6: Collaborates on by-product accounting assignments.
CO7: Solves joint/by-product costing problems through teamwork.
PO14: Area-Specific Expertise
CO1: Demonstrates knowledge in production cost efficiency.
CO2: Applies JIT principles in cost accounting.
CO3: Shows expertise in RCA methodology.
CO4: Applies RCA to sector-specific costing.
CO5: Masters joint costing methods for managerial decisions.
CO6: Gains expertise in by-product accounting and control.
CO7: Solves advanced problems in cost management for industry.
PO15: Environmental Awareness
CO1: Introduces environmental costs as part of the cost accounting system.
CO2: Promotes awareness of waste management in cost apportionment.
CO3: Highlights inclusion of environmental overheads in cost control.
CO4: Encourages sustainable practices through process loss management.
CO5: Integrates environmental responsibility in contract costing.
CO6: Promotes eco-consciousness in service industry costing.
CO7: Reinforces the importance of sustainability and green accounting in cost management.

SYLLABUS FOR S.Y.B.COM (2024 PATTERN)

Name of the Programme : **B.Com**
Programme Code : **UCOM**
Class : **S.Y.B.Com**
Semester : **IV**
Course Type : **Minor**
Course Code : **COM-255-MN(B)**
Course Name : **Cost Control and Overhead Accounting**
Credit : **04 Credits (Theory)**
No. of lectures : **60**

Course Objectives:

1. Understand the importance, need, and techniques of inventory control and their role in efficient materials management.
2. Learn various inventory control methods such as stock level determination, EOQ, ABC analysis, and physical verification.
3. Develop a conceptual understanding of employee cost and the Cost Accounting Standards related to labour.
4. Distinguish between wages and salary, and apply the principles of an effective wage system for employee motivation and productivity.
5. Explain various methods of remuneration, including time rate, piece rate, differential systems, and bonus schemes, along with their practical applications.
6. Understand the concept, classification, and objectives of overheads and their role in total cost determination.
7. Apply various methods of allocation, apportionment, re-apportionment, and absorption of overheads, and analyze causes and treatment of under/over absorption.

Course Outcomes:

CO 1: Explain the importance and techniques of inventory control and compute stock levels, EOQ, and turnover ratios.
CO 2: Apply inventory control methods such as perpetual and periodic systems, and perform physical verification of stock effectively.
CO 3: Describe the concept and accounting of employee cost, including the principles of wage systems and payroll accounting.
CO 4: Differentiate between time rate, piece rate, and differential piece rate systems, and evaluate bonus schemes like Halsey and Rowan.
CO 5: Analyze labour turnover, idle time, and overtime, identifying causes and suggesting control measures for improved productivity.
CO 6: Classify and explain different types of overheads, their collection, allocation, and apportionment procedures.
CO 7: Apply methods of overhead re-apportionment and absorption (including repeated distribution and simultaneous equation methods) and interpret under- and over-absorption adjustments in cost accounts.

TOPICS/CONTENTS AND LEARNING POINTS

Unit 1: Inventory Control (15 LECTURES)

1.1 Importance and Need for Inventory Control
1.2 Inventory Control Techniques
1.3 Stock Levels: Minimum, Maximum, Reorder Level
1.4 Economic Order Quantity (EOQ)
1.5 ABC Analysis (Always Better Control)
1.6 Inventory Control Methods: Perpetual & Periodic
1.7 Physical Verification of Inventory
1.8 Inventory Turnover Ratio and Its Significance

Unit 2: Labour Cost Management (15 LECTURES)

2.1 Employee Cost and Cost Accounting Standards
2.2 Wages vs. Salary – Key Differences
2.3 Principles of an Effective Wage System
2.4 Time Keeping & Time Booking: Traditional vs. Modern Methods
2.5 Payroll Accounting – Concept & Importance
2.6 Idle Time and Overtime: Causes & Control Measures
2.7 Methods of Remuneration:
- **2.7.1** Time Rate System & Piece Rate System
- **2.7.2** Differential Piece Rate Systems (Taylor, Merrick)
- **2.7.3** Bonus Schemes: Halsey & Rowan

2.8 Labour Turnover – Causes, Impact, and Remedies

Unit 3: Overhead Accounting – Part I (15 LECTURES)

3.1 Introduction to Overheads – Meaning & Objectives
3.2 Classification of Overheads:
- **3.2.1** Element-wise
- **3.2.2** Behaviour-wise
- **3.2.3** Functional
- **3.3** Collection, Allocation, and Apportionment of Overheads
- **3.4** Need for Overhead Apportionment

Unit 4: Overhead Accounting – Part II (15 LECTURES)

4.1 Apportionment and Re-apportionment of Overheads
4.2 Bases of Overhead Apportionment
4.3 Allocation vs. Apportionment – Key Differences
4.4 Methods of Re-apportionment:
- **4.4.1** Repeated Distribution Method
- **4.4.2** Simultaneous Equation Method
- **4.5** Overhead Absorption – Meaning & Methods
- **4.6** Under and Over Absorption – Causes & Treatment

Recommended Books

1. Jawahar Lal & Seema Shrivastava – *Cost Accounting: Principles and Practices*, Tata McGraw Hill, New Delhi.
2. Ravi M. Kishor – *Advanced Cost Accounting and Cost Systems*, Taxman's, New Delhi.
3. S.N. Maheshwari – *Cost Accounting: Theory and Problems*, Mittal Shree Mahavir Book Depot, New Delhi.
4. Srikant M. Datar & Madhav V. Rajan – *Horngren's Cost Accounting: Managerial Emphasis*, Pearson, Noida, UP.
5. Dr. M.N. Arora – *Cost Accounting: Principles and Practices*, Vikas Publishing House, New Delhi.
6. Jain & Narang – *Cost Accounting Principles and Practice*, Kalyani Publishers, New Delhi.
7. B.K. Bhar – *Cost Accounting Methods and Problems*, Academic Publisher, Kolkata.
8. M.Y. Khan & P.K. Jain – *Cost Accounting*, Tata McGraw Hill Private Limited, New Delhi.
9. V.K. Saxena & C.D. Vashist – *Advanced Cost and Management Accounting*, Sultan Chand and Sons, New Delhi.
10. ICMA, Kolkata – *Study Materials of Cost and Management Accountants*.
11. ICSI, New Delhi – *Study Materials of Company Secretary*.

Assessment Pattern:

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(As Per NEP 2020)

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CO 7	3	3	3	2	3	2	2	2	2	3	2	2	2	3	3

Jutifcation for the Mapping

PO1: Fundamental Knowledge and Coherent Understanding

CO1: Explains inventory control concepts and stock management calculations.
CO2: Demonstrates understanding of perpetual and periodic inventory systems.
CO3: Introduces employee cost and payroll accounting concepts.
CO4: Differentiates wage systems and bonus schemes.
CO5: Highlights labour turnover, idle time, and overtime analysis.
CO6: Explains classification and treatment of overheads.
CO7: Demonstrates methods of overhead re-apportionment and absorption.

PO2: Procedural Knowledge for Skill Enhancement

CO1: Computes EOQ, stock levels, and turnover ratios.
CO2: Performs stock verification and applies inventory control methods.
CO3: Prepares employee cost records and payroll systematically.
CO4: Calculates wages under various wage and bonus systems.
CO5: Analyzes causes of labour issues and suggests control measures.
CO6: Applies procedures for allocation and apportionment of overheads.
CO7: Solves absorption and reapportionment problems using procedural methods.

PO3: Critical Thinking and Problem-Solving Skills

CO1: Identifies inefficiencies in inventory management.
CO2: Solves practical stock verification and control challenges.
CO3: Analyzes employee cost data for decision-making.
CO4: Evaluates wage and bonus systems to optimize productivity.
CO5: Determines strategies to reduce idle time and labour turnover.
CO6: Solves overhead classification and allocation issues logically.
CO7: Interprets under- and over-absorption and proposes corrective actions.

PO4: Communication Skills

CO1: Explains inventory concepts in reports and presentations.
CO2: Communicates stock verification procedures clearly.
CO3: Presents employee cost and payroll information effectively.
CO4: Explains wage and bonus schemes to peers or management.
CO5: Reports labour efficiency and productivity measures.
CO6: Prepares and explains overhead statements.
CO7: Communicates solutions for overhead absorption and re-apportionment problems.

PO5: Analytical Reasoning Skills

CO1: Analyzes inventory data for optimum stock levels.
CO2: Evaluates periodic and perpetual inventory outcomes.
CO3: Interprets employee cost and payroll data.
CO4: Analyzes wage systems and bonus results.
CO5: Assesses labour turnover trends and their causes.
CO6: Analyzes overhead allocation and apportionment patterns.
CO7: Interprets absorption data and makes informed decisions.

PO6: Innovation, Employability, and Entrepreneurial Skills

CO1: Suggests innovative inventory management practices.
CO2: Improves stock control processes for operational efficiency.
CO3: Optimizes employee cost accounting for organizational benefit.
CO4: Develops fair and motivating wage and bonus structures.
CO5: Recommends labour efficiency solutions for business improvement.
CO6: Innovates methods for overhead management.
CO7: Applies absorption methods to improve organizational cost control.

PO7: Multidisciplinary Competence

CO1: Connects inventory control with finance, logistics, and operations.
CO2: Links stock verification methods to accounting and management.
CO3: Integrates payroll accounting with HR management.
CO4: Connects wage systems with employee motivation and productivity.
CO5: Links labour analysis to overall business operations.
CO6: Connects overhead allocation with production, finance, and operations.
CO7: Demonstrates multidisciplinary applications of overhead absorption methods.

PO8: Value Inculcation through Community Engagement

CO1: Promotes ethical inventory management practices.
CO2: Encourages responsible stock handling in organizations.
CO3: Ensures fair and transparent employee cost accounting.
CO4: Encourages equitable wage and bonus practices.
CO5: Advocates responsible labour management for worker welfare.
CO6: Promotes ethical allocation of overheads.
CO7: Reinforces integrity in overhead absorption and cost reporting.

PO9: Traditional Knowledge into Modern Application

CO1: Integrates traditional stock management principles with modern methods.
CO2: Combines classical inventory verification methods with current systems.
CO3: Applies historic payroll methods to modern employee accounting.
CO4: Adapts traditional wage concepts in contemporary payroll systems.
CO5: Applies traditional labour management practices to modern productivity challenges.
CO6: Uses classical overhead apportionment ideas alongside modern techniques.
CO7: Solves absorption problems using integrated traditional and modern approaches.

PO10: Design and Development of System
CO1: Designs stock control and inventory management systems.
CO2: Develops efficient procedures for inventory verification.
CO3: Structures payroll and employee cost recording systems.
CO4: Designs optimal wage and bonus calculation frameworks.
CO5: Designs labour tracking and control mechanisms.
CO6: Creates overhead allocation and apportionment systems.
CO7: Develops comprehensive overhead absorption and reporting frameworks.
PO11: Ethical and Social Responsibility
CO1: Ensures ethical inventory control practices.
CO2: Maintains transparency in stock verification.
CO3: Promotes accountability in payroll accounting.
CO4: Encourages fairness in wage and bonus systems.
CO5: Advocates ethical labour management.
CO6: Promotes honesty in overhead allocation and reporting.
CO7: Ensures responsible treatment of under- and over-absorption.
PO12: Research-Related Skills
CO1: Studies inventory control optimization strategies.
CO2: Researches periodic vs. perpetual inventory effectiveness.
CO3: Investigates employee cost and payroll trends.
CO4: Studies wage systems and bonus effectiveness.
CO5: Researches labour turnover and productivity improvements.
CO6: Explores overhead allocation methods.
CO7: Researches absorption methods and their industrial applications.
PO13: Teamwork
CO1: Works in teams for inventory management projects.
CO2: Collaborates in stock verification and control tasks.
CO3: Prepares payroll records in group settings.
CO4: Discusses wage systems and bonus schemes collaboratively.
CO5: Solves labour productivity issues collectively.
CO6: Allocates overheads with team coordination.
CO7: Works as a team on absorption and re-apportionment problems.
PO14: Area-Specific Expertise
CO1: Demonstrates expertise in inventory and stock management.
CO2: Shows practical knowledge of inventory systems.
CO3: Gains mastery in employee cost and payroll accounting.
CO4: Specializes in wage and bonus systems.
CO5: Applies labour analysis for managerial decisions.
CO6: Develops skill in overhead allocation and apportionment.
CO7: Applies advanced absorption methods in industrial contexts.
PO15: Environmental Awareness
CO1: Considers environmental impact in stock storage and handling.
CO2: Promotes waste reduction in inventory control.
CO3: Highlights sustainable practices in employee operations.
CO4: Encourages environmentally friendly labour management practices.
CO5: Considers ecological implications in labour scheduling.
CO6: Integrates environmental responsibility in overhead allocation.
CO7: Reinforces green accounting principles in overhead absorption.