

# ECO 532 :Managerial Economics

*Credit hours: 2*

*Lecture Hours: 32*

## **Course Objective**

The course enables the students to understand, analyse and evaluate economic aspects of business and the business environment applicable to business decision making. It will enhance skills related to analytical and critical thinking, evaluating arguments, delivering coherent arguments in written essays, review and researching information, and skill related to mathematical calculations for obtaining optimum price output combination.

## **Course Description:**

This course contains basic concept of managerial economics, demand analysis forecasting, theory of production, market structures and pricing decisions and strategies.

## **Course Details**

### **Unit 1: Introduction**

**LH 8**

#### 1.1 Introduction to Managerial Economics:

Concept and scope of managerial economics, use of managerial economics in business decision making.

#### 1.2 Basic concept and principles:

- a) Measuring profit;
- b) Production possibility curve;
- c) Opportunity cost; and
- d) Risk and uncertainty.

#### 1.3 Theory of firm:

Profit maximization theory, Baumol's theory of sales revenue maximization, Wealth maximization, Morris's hypothesis of maximization of growth rate, Williamson's model of managerial utility function, Behavioral theories.

### **Unit 2: Demand Analysis Forecasting**

**LH 8**

2.1 Concept of price, income, cross and promotional elasticity of demand. Measurement of different types of elasticity of demand. Relationship between price elasticity and revenue.

2.2 Demand forecasting: Concept and purpose of Demand Forecasting, techniques demand forecasting, Qualitative methods of demand forecasting: Survey technique, Market experiment.

2.3 Quantitative method of demand forecasting: Time series analysis, Smoothing technique, Econometric technique and Barometric technique, Limitations of forecasting

### **Unit 3: Theory of Production**

**LH 4**

Production function and optimal combination of inputs: One variable input and two variable inputs, and return to scale, Economies of scale and economies of scope.

### **Unit 4: Market Structures**

**LH 8**

4.1 Market structures and pricing decisions

4.2 Concept and various theories related to oligopoly markets:

Pricing in cartel, price leadership, kinked demand curve model.

4.3 Game theory:

Strategies and pay off matrix, Dominant strategy, Nash equilibrium and prisoner's dilemma, Application of game theory to oligopolistic strategy.

4.4 Market failure

Concept and sources: Market power and deadweight loss, Externalities, Public goods and Incomplete information, Government response to market failure: Regulating competition (Antitrust) policy, Price and utility regulations, Patent system, Taxes and Subsidies, Operating controls, Regulations of environment pollution, public choice theory.

### **Unit 5: Pricing Decisions and Strategies**

**LH 4**

Pricing practices, Cost plus pricing, Incremental cost pricing, Product life cycle based pricing, Multiple product pricing, Peak load pricing, Auction pricing, Transfer pricing, Export Pricing, International Price discrimination.

### **References:**

Samuelson, William F. and G. Marks, Stephen (2011), *Managerial Economics* (7<sup>th</sup> edition), USA: John Wiley & Sons, Inc.

Thomas, Christopher and Maurice, S. Charles (2010), *Managerial Economics: Foundations of Business Analysis and Strategy* (10<sup>th</sup> edition), New York: Mc-Graw Hill

Salvatore, Dominik (2012), *Managerial Economics in a Global Economy*, New York, McGraw Hill Press.

Lipsey Richard G, Purvis, Douglas D., Sparks, Gordon R. and Steiner, Peter O. (1988), *Economics*, USA: HarperCollins Publishers

Lipsey Richard G, Chrystal K. Alec (2007), *Economics* (11<sup>th</sup> edition), USA: Oxford University Press

Peterson, HC and Lewis, WC (2002), *Managerial Economics*, New Delhi, Prentice Hall of India.

Mankiw, NG (1998), *Principles of Economics*, Orlando, The Dryden Press (Harcourt Brace College Publishers).

Baye, MR (2010), *Managerial Economics and Business Strategy*, New York, McGraw Hill.

# FIN 583-2 Financial Institutions and Markets

*Credit hours: 2*

*Lecture Hours: 32*

## **Course Objective:**

The course aims to provide the students overall understanding on the financial markets and institutions in general and on interest rate theories, money and capital markets, money and capital market instruments, central bank, monetary policy and interest rates, commercial banking industry and other contemporary issues of financial markets and institutions in particular. The course also aims to familiarize students with current issues on financial institutions and financial markets and enable them to critically analyze these issues.

## **Course Description:**

This course provides an overview of the financial markets and institutions with a special emphasis on financial markets, theories on interest, central bank, monetary policy and interest rates, capital markets, money markets and capital and money market instruments, commercial banking industry, regulation of financial markets and institutions in the context of Nepal and contemporary issues of financial markets and institutions.

## **Course Details**

The course consists of six units. The detailed contents of each unit along with contact hours are given below.

### **Unit 1: Introduction**

**LH5**

Overview of the financial markets: primary markets versus secondary markets, money markets versus capital markets, foreign exchange markets, derivative security markets, financial market regulation; Overview of financial institutions: types of financial institutions, unique economic functions performed by financial institutions, economic functions financial institutions provide to the financial system as a whole; and globalization of financial markets and institutions.

### **Unit 2: Interest Rate in Financial System**

**LH 4**

Loanable funds theory, Determinants of interest rates for individual securities: inflation, real interest rates, default risk, liquidity risk, special provisions, term to maturity; term structure of interest rates: unbiased expectations theory, liquidity premium theory, market segmentation theory; forecasting interest rate; various interest rate measures and yield to securities; impact of interest rate changes on security values; impact of maturity on security values; and impact of coupon rates on security values.

### **Unit 3: The Central Bank, Monetary Policy, and interest Rates**

**LH 4**

Monetary tools: open market operations, the discount rate, reserve requirements; the central bank, the money supply, and interest rates: effects of monetary tools on various economic variables, money supply versus interest rate targeting; international monetary policy and strategy; central bank and monetary tools in Nepal.

**Unit 4: Money Markets****LH 5**

Yield on money market securities: bond equivalent yields, effective annual return, discount yields, single payment yields; money market securities: treasury bills, federal funds, repurchase agreements, commercial paper, negotiable certificate of deposit, bankers' acceptance; money market participants; and international aspects of money markets.

**Unit 5: Bond and Mortgage Markets****LH 6**

Bond market: treasury notes and bonds, STRIPs, municipal bonds, corporate bonds, bond market participants, international aspects of bond markets; primary mortgage market: characteristics, amortization, types, secondary mortgage markets: mortgage sales, mortgage-backed securities;

**Unit 6 : stock market securities:****LH 3**

common stock, preferred stock, primary and secondary stock markets: primary stock markets, secondary stock markets, stock market indexes, stock market crashes and market anomalies; NEPSE, stock market participants, stock market regulation in Nepal, International aspects of stock market,.

**Unit7: Commercial Banking Industry****LH 5**

Structure and size of commercial bank in Nepal; financial statements: balance sheet and income statement; off-balance sheet activities; financial performance analysis, capital adequacy and Basel II and III; regulation of commercial banks including NRB directives.

**Textbooks:**

1. Saunders, Anthony and Marcia Million Cornett. *Financial Markets and Institutions*. Special Indian Edition, New Delhi: McGraw-Hill Education (India) Private Limited.
2. Rose, P.S and Marquis, M.H. *Money and Capital Markets, Financial Institutions and Instruments* in a Global Marketplace. New York: McGraw-Hill Irwin.

**References**

1. Mishkin, F.S. *Financial Markets and Institutions*. New York: Harper Collins College Publishers.
2. Madura, J. *Financial Markets and Institutions*. New Jersey: Thomson South-Western.
3. Basel II and Basel III
4. Nepal Rastra Bank Directives
5. Bank and Financial Institutions Act

# FIN 581-2 :Financial Management

*Credit hours: 2*

*Lecture Hours: 32*

## **Course Objective:**

This course aims to enable students to appreciate the significance of concepts, theories and practice of financial decision making in firms and to make them acquainted with analytical and problem solving skills for making investment, dividend decisions along with managing working capital. The course also aims to familiarize students with emerging issues on finance and enable them to critically analyze these issues.

## **Course Description:**

The major topics covered in this course are: financial management and financial environment, financial statements analysis, time value of money, risk, return and the portfolio theory, security valuation and cost of capital, investment decisions, dividend decision, working capital management.

## **Course Details**

The course consists of eight units. The detailed contents of each unit along with contact hours are given below.

### **Unit 1 :Financial Management and Environment**

**LH3**

Meaning, functions and goals of financial management; place of Finance in organization structure; the agency problem; business ethic and social responsibility; financial markets and financial institutions; tax environment.

### **Unit 2 :Financial Statements Analysis**

**LH5**

Financial statements and reports; modifying accounting data for managerial decisions; nature and need of financial analysis; financial ratio analysis and their types; DuPont identity; comparative ratios and benchmarking; uses and limitations of ratio analysis; common size statement; index analysis; trend analysis; qualitative factors in financial analysis.

### **Unit 3 :Time Value of Money**

**LH3**

Future and present value; perpetuities and annuities; growing perpetuities and annuities; uneven cash flows, amortization of loan, intra-year compounding and discounting.

### **Unit 4 :Risk, Return and the Portfolio Theory**

**LH3**

Return and return measures; risk and risk measures; measurement of risk and return in portfolio context; portfolio theory and risk diversification; capital assets pricing model (CAPM) and beta.

### **Unit 5 :Security Valuation**

**LH4**

Bond types and their classification; bond valuation; bond yields; riskiness of a bond. Legal rights and privilege of common stockholders; common stock valuation; stock market equilibrium; efficient market hypothesis.

### **Unit 6 :Investment Decisions**

**LH4**

Cash flow estimation: estimating cash flows. Overview of capital budgeting; net present value (NPV); internal rate of return (IRR); comparison of NPV and IRR methods profitability index; payback methods.

**Unit 7 :Dividend Decision****LH3**

The level of distribution and firm value; clientele effect; signaling hypothesis; the residual distributional model; forms of dividend; stock repurchase; distribution policy decision; stock split and stock dividend.

**Unit 8 :Working Capital Management****LH7**

The cash conversion cycle; alternative net working capital policies; cash management; cash management techniques; inventory; receivable management; alternative short-term financing policies and financing.

**Textbooks:**

1. Brigham, Eugene F and Dhrhardt, Micheal C. *Financial Management: Theory and Practice*, New Delhi: Cengage Learning India.
2. Ross, Stephen A, Westerfield , Randolph W., Jaffel, Jeffrey, and Kakani , Ram Kumar. *CorporateFinance*, New Delhi: McGraw Hill Education India.

**References:**

1. Van Horne, James C. *Financial Management and Policy*, New Delhi: Prentice Hall of India.
2. Brealey, Richard A, Myers, Stewart C., Allen, Franklin, and PitabasMohanty. *Principles of CorporateFinance*, New Delhi: McGraw-Hill Education India.
3. Annual reports and other publications of listed companies, *Nepal Stock Exchange, Nepal Securities Board, Nepal Rastra Bank*.
4. Journals and magazines of international repute: *Harvard Business Review, The Economists, Journal of Finance, Financial Management*.

# FIN 584: Investment Management

*Credit hours: 2*

*Lecture Hours: 32*

## **Course Objective:**

The aim of this course to provide the students with knowledge and analytical skills for appraisal of securities and management of investible funds from the viewpoint of, individual and institutional investors particularly in the context of Nepal.

## **Course Description:**

This course begins with a broad overview of investment environment including the discussion of how the trading of securities takes place in financial market. Then it moves to portfolio theory and practice and designing optimal risky portfolio. Next, it moves to fixed income securities that include the discussion of bond prices and yields, managing bond portfolio and equity valuation model. Finally, the course covers security analysis that include macroeconomic and industry analysis, and financial statement analysis. This course also provides an overview of these topics in the context of Nepal.

## **Course Details**

The course consists of ten units. The detailed contents of each unit along with contact hours are given below.

### **Unit 1 :The investment Environment:**

**LH3**

Real assets versus financial assets, a taxonomy of financial assets, financial assets and the economy, the investment process, market competitiveness, players in financial market, recent trends, ethics in investment

### **Unit 2 :Assets Classes and Financial Instruments:**

**LH2**

The money market, the bond market, equity market, stock and bond market indexes, derivative markets.

### **Unit 3 :Trading of Securities:**

**LH3**

Issue of securities by firms, trading of securities, securities market structure, trading costs, buying on margin, short sales, and regulation of securities markets.

### **Unit 4 :Risk and Return: Concepts and Measurement:**

**LH3**

Determinants of the level of interest rates, comparing rates of return for different holding periods, risk and risk premium, time series analysis of past rates of return, the normal distribution, deviation from normality, measurement of risk with non-normal distribution, portfolio return and risk.

### **Unit 5 :Risk Aversion, Capital Allocation and Optimal Risky Portfolios:LH 6**

Risk and risk aversion, capital allocation across risky and risk-free portfolios, the risk-free asset, portfolios of one risky asset and risk-free asset, the capital market line. Diversification and portfolio risk, portfolio of two risky assets, assets allocation with stocks, bonds and bills, the Markowitz portfolio selection model.

**Unit 6 :Capital Assets Pricing Model and Arbitrage Pricing Theory: LH3**

The capital assets pricing model, practicability of CAPM, multifactor models – an overview, arbitrage pricing theory, individual asset and the APT, a multifactor APT, looking for factors.

**Unit 7 :Bond and Equity Yields and Valuation: LH 6**

Bond pricing, bond yields, bond price overtime, default risk and bond pricing; interest rate risk, convexity, passive bond management and active bond management. Equity valuation: valuation by comparables, intrinsic value versus market price, dividend-discount models, price-earning ratio, free cash flow valuation approaches, the aggregate stock market.

**Unit 8 :Macroeconomic Analysis and Industry Analysis: LH 3**

Global economy, domestic macroeconomy, demand and supply socks, government policy, business cycle, and industry analysis.

**Unit 9 :Financial Statement Analysis: LH 3**

The major financial statements, accounting versus economic earnings, profitability measures, ratio analysis, economic value added, comparability problems, Value investing: the Graham technique.

**Textbooks:**

1. Bodie, Ziv, Alex Kane, Marcus, Alan J. and Mohanty, Pitabas. *Investments*, New Delhi: Tata McGraw Hill Education Private Limited.

**References:**

1. Sharpe, William F., Alexander, Gordon J. and Belly, Jeffery W. *Investments*, New Delhi: Prentice Hall of India.
2. Reilley, Frank K., Brown Keith C. *Investment Analysis Portfolio Management*, Singapore: Thomson South-Western.
3. Annual Reports of Nepal Securities Board and Nepal Stock Exchange



# MGT 573-2 : Human Resource Management

*Credit Hours: 2*

*Lecture Hours: 32*

## **Course Objectives:**

The main objective of this course to provide students with the principles and practice of human resource management. This course provides an overview of the HRM on an organization. The course contains: Introduction to HRM, Job Design and Analysis, Human Resource Planning, Recruitment, Selection and Socialization, Human resource Development, Career planning, Performance Evaluation Compensation Management and Labour Relations.

## **Course Description:**

This course contains general introduction of HRM, strategic dimensions of HRM, job design, analysis and manpower planning, staffing, international HRM and labour relations and collective bargaining.

## **Course Details**

### **Unit 1: Introduction to HRM**

**LH 5**

Changing role of HR, Developments in HRM Concepts, Emerging Concept of HRM- Knowledge Management; talent Management; HR Outsourcing; Quality of Work Life; Work Life Balance. Case

### **Unit 2: Strategic Dimensions of Human Resource Management**

**LH 4**

Business Environment of Human Resource Management, the Nature of Strategy, Strategic Role of HRM, Approaches to the Strategic-Making Process; Strategy, Business Performance and Human Resource Strategy. Case

### **Unit 3: Job Design, Analysis and Manpower Planning**

**LH 5**

Approaches of Designing Jobs, Methods and uses of Collecting Job Analysis Information, HRP Process, Human Resource Information System, Techniques of Forecasting HR Demand and Supply, Managing Human Resource Surplus. Case

### **Unit 4: Staffing**

**LH 7**

Concept, Methods and Sources of Recruitment, Recruitment and Process, The Selection Interview, Selection Tests, Limitations of Interview; Need for HRD, Training Needs, On-the-Job and Off-the-Job Training and Development Techniques, Evaluation of Training; Managing Performance, performance evaluation methods, problems of performance evaluation: Compensation, Types of Compensation, Consideration for Determining Compensation, Job Evaluation Process and Methods, Employee Benefits, Types of Benefits. Case

**Unit 5: International HRM****LH 5**

Concept; Multinational Companies and HRM, contemporary debates and New Directions in HRM in MNCs; Strategic Staffing of Multinational Companies, Globalization of Performance Appraisal, Compensation Management in MNCs. Case

**Unit 6: Labour Relations and Collective Bargaining****LH 6**

Actors and process of labour relations, Unionism, Labour disputes and grievances procedures, Contemporary issues in labour relations in Nepal, Collective Bargaining Issues and Process, Features and provisions of Labour and Trade Union Act .

**Textbooks and References:**

Dessler, G. and Varkkey, B. *Human Resource Management*. Pearson.

Armstrong, M. *A Handbook of Human Resource Management*. New Dehi: Aditya Books.

Adhikari, D.R. *Human Resource Management*. Buddha Publication.

Cascio, W. *Managing Human Resources*, McGraw-Hill.

Armstrong, M. *A Handbook of Human Resource Management*. Aditya Books.

Sarah Gilmore & Willias, S. *Human Resource Management*, Oxford

Labour Act and Trade Union Act of Nepal.

# MIS 512 -2Management Information System

*Credit Hours: 2*

*Lecture Hours: 32*

## **Objective**

This course provides comprehensive and integrative coverage of essential new technology, information system applications, and their impact on business models and managerial decision-making in an exciting and interactive manner.

## **Course Description**

This course contains information systems in global business today, global e-business and collaboration, information system, organization and strategy, ethical and social issues in information systems, information technology infrastructure, foundations of business intelligence: databases and information management, securing information system, and financial analysis with Microsoft excel.

## **Course Details**

### **Unit 1 :Information Systems in Global Business Today**

**LH 3**

Opening Case: The New Yankee Stadium Looks to the Future

- The Role of Information Systems in Business Today, New in management information system, Globalization Challenges and Opportunities. A Flattened World
- The Emerging Digital Firm, Strategic Business Objectives of Information Systems
- Dimensions of Information Systems
- A business Perspective on Information Systems; complementary assets: Organizational capital and the right business model

### **Unit 2 :Global e-business and Collaboration**

**LH 2**

- Business Processes and Information Systems; business processes; Business improvement with information technology
- Types of Business information systems; systems for different management Groups; systems for linking the enterprise
- System for Collaboration and teamwork
- The information systems function in business; the information systems department; organizing the information systems function
- Systems from a functional perspective: IT enables collaboration and teamwork; challenges of using business information systems; organizing the information systems function

### **Unit 3: Information Systems, Organizations and Strategy**

**LH 2**

Opening Case: Verizon or AT&T – which company has the best digital strategy?

- Organizations and Information systems
- How Information Systems impact organizations and business firms; economic impacts; organizational and behavioral impacts; the Internet and organizations; implications for the design and understanding of information systems

- Using information systems to achieve competitive advantage; Porter' Competitive Forces Model; Information system Strategies for dealing wiith competitive forces; the Internet's impact on competitive advantage
- The Business value chain model
- Using systems for competitive advantage: Management Issues; sustaining competitive advantage; Aligning IT with business objectives; Managing Strategic Transitions

#### **Unit 4: Ethical and Social Issues in Information Systems**

**LH 2**

Opening Cases: Behavioral Targeting and Your Privacy: You're the Target

- Understanding Ethical and Social issues related to systems
- A model for thinking about ethical, social and political issues; five moral dimensions of the information age; key technology trends that raise ethical issues
- Hands-on MIS Projects

#### **Unit 5 :Information Technology Infrastructure**

**LH 4**

IT infrastructure and emerging technologies

Opening case: BART Speeds Up with a new IT infrastructure

- IT infrastructure; Defining IT infrastructure; evolution of IT infrastructure; Technology Drivers of infrastructure evolution
- Infrastructure components; computer hardware platforms; operating system platforms; enterprise software applications
- Data Management and storage; networking/ telecommunications platforms; Internet Platforms; Consulting and System integration services
- Hands-on MIS project

#### **Unit 6 :Foundations of Business Intelligence: Databases and Information ManagementLH 5**

- The database approach to data management: Database Management Systems; capabilities of database Management systems; designing database
- Using databases to improve business performance and decision making; data warehouses; tools for business intelligence: Multidimensional data analysis and data mining
- Hands-on MIS projects

#### **Unit 7 :Securing Information Systems**

**LH 2**

- System vulnerability and abuse: vulnerability; malicious softwares; hackers and computer crime; Internal Threats: employees;
- Business value of security and control; legal and regulatory requirements for electronic records management; electronic evidence and computer forensics
- Establishing a framework for security and control; information systems controls; risk assessment; securitiypolicyh; disaster recovery planning and business continuity planning; the role of auditing

## **Unit 8 :Financial Analysis with Microsoft Excel**

**LH 12**

- Analysis of financial statements
- Forecasting annual revenues
- Forecasting financial statements
- The time value of money
- Cash budgeting
- Cost of capital
- Profit, break-even and leverage
- Depreciation and taxes

### **Textbooks:**

Management Information System, Managing Digital firms, 12<sup>th</sup> edition, Laudon and Laudon  
Corporate financial analysis with Microsoft Excel, Francis J. Clauss, McGrawHill

# RES 502 -2 Research Methodology

*Credit Hours: 2*  
*Lecture Hours: 32*

## **Course Objective**

The intent of the course is to provide an introduction to, and a basic grounding in, fundamental research methods as they relate to the modern practice of management and to academic research. By examining the applications, strengths and major criticisms of methodologies drawn from both the qualitative and quantitative traditions, this course permits an understanding of the various decisions and steps involved in conducting research.

## **Course Description**

The emphasis of the course is therefore on research problem definition, hypothesis formulation, research design, measurement, sampling, secondary data gathering, observation and interviews, data analysis and report writing.

## **Course Details**

### **Unit 1: Introduction to the Research Process**

**LH 5**

The concept of research; types of research; Scientific research - scientific research process, characteristics of scientific research; Emerging paradigms in research – quantitative and qualitative ; positivist, and interpretivist paradigms; Relations between research approaches and research methodologies; Management research – types, value for decision making; Ethical considerations in research.

### **Unit 2: Beginning Stages in the Research Process**

**LH 6**

#### **Literature Review**

Literature review - purpose and steps; Searching, obtaining, and evaluating the literature; Literature search through the Internet; Format and guidelines for presenting the literature review.

#### **Theoretical Framework**

Concept and need for research; Research and theory – deduction and induction; Contributions of research to theory building and practice.

#### **Problem Definition**

Problem definition – concept and steps in problem formulation; Research questions – concept and types.

#### **Propositions and Hypotheses Formulation**

Proposition – concept; Hypothesis - functions of hypotheses; Types – descriptive, relational, directional, explanatory and null hypotheses; Criteria of good hypothesis statement.

### **Unit 3: Research Designs**

**LH 6**

Definition; Elements of a research design; Classification of research designs – exploratory; descriptive; developmental; case study; causal-comparative and experimental research designs; Common sources of error; Qualitative research – concept, basic assumptions and features.

#### **Unit 4: Measurement, Scaling and Sampling**

**LH 4**

##### **Measurement and Scaling**

Variables – concept and types; Measurement and scales, scale construction and attitude measurement; Scales and techniques commonly used in management research; Validity and reliability of measurement.

##### **Sampling**

Sampling – concept and process; Probability and non-probability sampling; Sampling and non-sampling errors.

#### **Unit 5: Data Collection and Analysis**

**LH 7**

##### **Data Collection**

Data and its types; Sources of primary and secondary data; Questionnaire – principles, components and types – format and types; Research interviews; Sources of qualitative data – observation, participant observation, focus groups; e-research using Internet and Websites to collect data from individuals; Web surveys and e-mail surveys.

##### **Data Analysis**

Getting data ready for analysis; Data processing; Presenting data in graphs and tables; Statistical analysis of data – descriptive and inferential statistics; Hypothesis testing; Methods of analyzing qualitative data – content, thematic and narrative analysis.

#### **Unit 6: Writing Proposals and Research Reports**

**LH 4**

##### **Research Proposals**

Topic selection; Attributes of good research topics; Functions and types of research proposals - solicited and unsolicited proposals; Structure and contents of academic and funded research proposals; Common mistakes in proposal writing.

##### **Research Reports**

Concept, process, types and procedure for writing research reports; Conventions of academic writing; Pre-writing concerns; Components of the research report; Body of the project report; Documenting sources - APA style of citation and referencing; Evaluation of research reports; Essentials of good research report.

#### **Basicbooks**

Zikmund, W. G. *Business Research Methods*. Thompson, New Delhi.

Pant, Prem R. *Social Science Research and Thesis Writing*. Buddha Academic Enterprises, Kathmandu.

#### **References**

Cooper, D. R. and Schindler, P. S. *Business Research Methods*. Tata Mcgraw Hill, New Delhi.

Bryman, A and Bell, E. *Business Research Methods*. Oxford University Press, New Delhi.

Flick, U. *An Introduction to Qualitative Research*. Sage South Asia Edition, New Delhi.





## **Corporate Governance (not government) Practicum**

### **Credit 2**

**Objective:**The course aims to provide a detailed understanding on corporate governance theory and practices in Nepalese perspective to enable students to have an in depth knowledge on the subject equipping them with necessary knowledge and skills on corporate governance practices.

### **Chapter I: Concept and development**

Concept, Managing vs governance, Development, Theories of Corporate Governance, Models of corporate governance, ownership and governance, Features and practices of good corporate governance, OECD code of good corporate governance, US and European Union approach to corporate governance, Global reporting initiative, international corporate governance network, desirable code of corporate governance, corporate governance practice in South Asia, Regulations governing corporate governance in Nepal (the company Act and other regulations).

### **Chapter II: Board Structure and Governance**

Boards and governance; Board structure, size and organization; Types of directors, Need for independence, Committees in the board-regulatory provisions and practices; director development and succession planning; compensation practices and issues of the CEO, directors; compensation committee, Disclosure practices, rules and standards.

### **Chapter III: Roles**

Role of the regulator, role of the government, role of the director, General roles and duties, Non-executive director, independent director, Non-executive independent director, professional director, director as committee member, director as committee chair, director as board chair, director as institutional nominee, the executive director, director as managing director or CEO, Directors in Public Enterprises; roles of the board, strategic roles, surveillance role, empowered boards, governance as culture, leveraging good governance for competitive advantage.Ethics, values and being a good corporate citizen.

### **Chapter IV: Issues and challenges in corporate governance practices**

Stakeholder perspective of corporate governance,Typical ownership pattern of companies, common ownership pattern of companies in Nepal, Institutional investors, conflict of interests, problems, difficulties and issues in governance, Remedial actions and the way forward, recent trends in corporate governance and the board for the future.

**Methodology:** The teaching learning process should include guiding and mentoring by the teacher, extensive review and research by students and preparing project reports both individually and in group in assigned areas and presentations thereof in front of the teacher/panel of experts.

**References:**

Kumar, Satheesh (2013). *Corporate Governance*, New Delhi: Oxford.

Das, Subhash Chandra (2008). *Corporate Governance in India: An Evaluation*, New Delhi: Prentice Hall.

Smith, Roy C. and Ingo Walter (2006). *Governing the Modern Corporation*, New York: Oxford.

Wallace, Peter and John Zinkin (2005). *Mastering Business in Asia: Corporate Governance*, New Delhi: Wiley.

Mallin, Chris (2007). *Corporate Governance*, New Delhi: Oxford.

Chew, Jr Donald H. and Stuart C. Gillian (2005). *Corporate Governance at the Crossroads*, New Delhi: Tata McGraw-Hill.

The Company Act, 1996.

Banking and Financial Institution Act.