COMMERCE AND ACCOUNTANCY

PAPER-I

Accounting and Finance

Accounting, Taxation & Auditing

1. **Financing Accounting** :

   Accounting as a financial information system; Impact of behavioural sciences.

   Accounting Standards e.g., Accounting for Depreciation, Inventories, Research and Development Costs, Long-term Construction Contracts, Revenue Recognition, Fixed Assets, Contingencies, Foreign Exchange Transactions, Investments and Government Grants, Cash Flow Statement, Earnings per Share.

   Accounting for Share Capital Transactions including Bonus Shares, Right Shares.

   Employees Stock Option and Buy-Back of Securities.

   Preparation and Presentation of Company Final Accounts.

   Amalgamations, Absorption and Reconstruction of Companies.

2. **Cost Accounting** :


   Methods of Costing: Job Costing, Process Costing, Activity Based Costing.

   Volume-cost-Profit Relationship as a tool of Profit Planning.

   Incremental Analysis/Differential Costing as a Tool of Pricing Decisions, Product Decisions, Make or Buy Decisions, Shut-Down Decisions etc.


   Responsibility Accounting and Divisional Performance Measurement.

3. **Taxation** :

   Income Tax: Definitions. Basis of charge; Incomes which do not form part of total income. Simple problems of Computation of Income (of individuals only) under various heads, i.e., Salaries, Income from House Property, Profits and Gains from Business or Profession, Capital Gains, Income from other sources, Income of other Persons included in Assessee’s Total Income.

   Set-off and Carry forward of Loss.

   Deductions from Gross Total Income.

   Salient Features/Provisions Related to VAT and Services Tax.

4. **Auditing** :

   Company Audit: Audit related to Divisible Profits, Dividends, Special investigations, Tax audit.

   Audit of Banking, Insurance, Non-Profit Organization and Charitable Societies/Trusts/Organizations.
Financial Management, Financial Institutions and Markets  

1. Financial Management:


Cost of Capital: Concept, Computation of Specific Costs and Weighted Average Cost of Capital. CAPM as a Tool of Determining Cost of Equity Capital.


Designing of Capital structure: Types of Leverages (Operating, Financial and Combined), EBIT-EPS Analysis, and other Factors.


Corporate Restructuring with focus on Mergers and Acquisitions (Financial aspect only).

2. Financial Markets and Institutions:

Indian Financial System: An Overview


Financial Services : Mutual Funds, Venture Capital, Credit Rating Agencies, Insurance and IRDA.

PAPER-II

Organisation Theory and Behaviours, Human Resource Management and Industrial Relations  

Organisation Theory and Behaviour  

1. Organisation Theory:

Nature and Concept of Organisation; External Environment of Organisation—Technological, Social, Political, Economical and Legal; Organizational Goals Primary and Secondary Goals, Single and Multiple Goals; Management by Objectives.

Evolution of Organisation theory: Classical Neo-classical and system approach.


Organisational Design—Basic Challenges; Differentiation and Integration Process; Centralization and Decentralization Process; Standardization/Formalization


Managing Organizational Culture.

2. Organisation Behaviour :

Meaning and Concept; Individual in organization: Personality, Theories, and Determinants; Pereception Meaning and Process.


**Human Resources Management and Industrial Relations**

1. Human Resources Management (HRM) :


2. Industrial Relations (IR) :


Nature of Industrial Disputes: Strikes and Lockouts, Causes of Disputes, Prevention and Settlement of Disputes.

Worker’s Participation in Management: Philosophy, Rationale, Present Day Status and Future Prospects.

Adjudication and Collective Bargaining.

Industrial Relations in Public Enterprises Absenteeism and Labour Turnover in Indian Industries and their Causes and Remedies.

ILO and its Functions.