



**Shri Vaishnav Vidyapeeth Vishwavidyalaya, Indore**  
**Shri Vaishnav School of Management**

**Choice Based Credit System (CBCS) in Light of NEP-2020**  
**BBA+MBA - V SEMESTER (2021-2024)**

**BBAIEH505 FUNDAMENTALS OF TRAINING AND DEVELOPMENT**

COURSE CODE	CATEGORY	COURSE NAME	TEACHING & EVALUATION SCHEME								
			THEORY			PRACTICAL		L	T	P	CREDITS
			END SEM University Exam	Two Term Exam	Teachers Assessment*	END SEM University Exam	Teachers Assessment*				
BBAIEH505	DSE	Fundamentals of Training and Development	60	20	20	-	-	3	-	-	3

**Legends:** L - Lecture; T - Tutorial/Teacher Guided Student Activity; P – Practical; C - Credit; DSE- Discipline Specific Elective

\***Teacher Assessment** shall be based on following components: Quiz/Assignment/ Project/Participation in Class, given that no component shall exceed more than 10 marks.

**Course Objective**

The objective is to understand conceptual as well as practical dimensions of Training and its need. It also focuses on designing, evaluation and management of training programs.

**Examination Scheme**

The internal assessment of the students' performance will be done out of 40 Marks. The semester Examination will be worth 60 Marks. The question paper and semester exam will consist of two sections A and B. Section A will carry 36 Marks and consist of 5 questions, out of which student will be required to attempt any three questions. Section B will comprise of one or more cases / problems worth 24 marks.

**Course Outcomes**

1. To understand the need assessment of training.
2. To assess the ROI on training programs.
3. To design the training program for diverse workforce.

**COURSE CONTENT**

**Unit I : Conceptual Framework of Training**

1. Introduction to Training, Development and Education
2. Importance, Purpose and Issues in Training
3. Organizational Characteristics influencing Training

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BBAIEH505	DSE	Fundamentals of Training and Development	60	20	20	-	-	3	-	-	3

**Legends:** L - Lecture; T - Tutorial/Teacher Guided Student Activity; P – Practical; C - Credit; DSE- Discipline Specific Elective

\***Teacher Assessment** shall be based on following components: Quiz/Assignment/ Project/Participation in Class, given that no component shall exceed more than 10 marks.

**Unit II : Strategic Training**

1. Approaches to Training : Proactive, Reactive and Systemic
2. Strategic Training and Development Process
3. Training needs in different Business Strategies
4. Competency Based Training

**Unit III : Training Need Assessment and Designing Effective Training**

1. Training Need Assessment (TNA) : Organisational Analysis, Personal Analysis and Task Analysis, Methods of Need Assessment Techniques
2. Designing Effective Training – Concept, Design Process, ADDIE Model, IST Model
3. Considerations in Designing Effective Programs

**Unit IV: Transfer of Training and Methods of Training**

1. Transfer of Training : Concept and Importance
2. Factors Facilitating Transfer of Training
3. Training Methods and their pros and cons

**Unit V: Evaluation of Training**

1. Training Evaluation – Concept and Reasons for Evaluation
2. Outcomes used in evaluation of Training Programs - Reactions, Cognitive, Behavior and Skill Based, Affective, Results and ROI
3. Recent Practices in Training and Development
4. Cases in Indian and Global Scenario

**Suggested Readings**

1. Noe, A. R and Kodwani A. D (2016). Employee Training & Development. McGraw-Hill Education: India.
2. Sahu, R.K. (2009) Training for Development. Excel Books: India
3. Bhatia, S.K. (2008). Training and Development. Deep and Deep Publications: India

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**Choice Based Credit System (CBCS) in Light of NEP-2020**  
**BBA+MBA - II SEMESTER (2022-2026)**

**ML307 ENVIRONMENTAL MANAGEMENT AND SUSTAINABILITY**

COURSE CODE	CATEGORY	COURSE NAME	TEACHING & EVALUATION SCHEME									
			THEORY			PRACTICAL			L	T	P	CREDITS
			END SEM University Exam	Two Term Exam	Teachers Assessment*	END SEM University Exam	Teachers Assessment*					
ML307	AECC	Environmental Management and Sustainability	60	20	20	0	0	4	0	0	4	

**Legends:** L - Lecture; T - Tutorial/Teacher Guided Student Activity; P - Practical; C - Credit; AECC- Ability Enhancement Compulsory Course

\***Teacher Assessment** shall be based on following components: Quiz/Assignment/ Project/Participation in Class, given that no component shall exceed more than 10 marks.

**Course Objective**

1. To create awareness towards various environmental problems.
2. To create awareness among students towards issues of sustainable development.
3. To expose students towards environment friendly practices of organizations.
4. To sensitize students to act responsibly towards environment.

**Examination Scheme**

The internal assessment of the students' performance will be done out of 40 Marks. The semester Examination will be worth 60 Marks. The question paper and semester exam will consist of two sections A and B. Section A will carry 36 Marks and consist of five questions, out of which student will be required to attempt any three questions. Section B will comprise of one or more cases / problems worth 24 marks.

**Course Outcomes**

1. The course will give students an overview of various environmental concerns and practical challenges in environmental management and sustainability.
2. Emphasis is given to make students practice environment friendly behavior in day-to-day activities.

**COURSE CONTENT**

**UNIT I: Introduction to Environment Pollution and Control**

1. Pollution and its types (Air, Water, and Soil): Causes, Effects and Control measures
2. Municipal Solid Waste: Definition, Composition, Effects
3. Electronic Waste: Definition, Composition, Effects
4. Plastic Pollution: Causes, Effects and Control Measures

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**Choice Based Credit System (CBCS) in Light of NEP-2020**  
**BBA+MBA - II SEMESTER (2022-2026)**

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ML307	AECC	Environmental Management and Sustainability	60	20	20	0	0	4	0	0	4

**Legends:** L - Lecture; T - Tutorial/Teacher Guided Student Activity; P - Practical; C - Credit; AECC- Ability Enhancement Compulsory Course

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**UNIT II: Climate Change and Environmental Challenges**

1. Global Warming and Green House Effect
2. Depletion of the Ozone Layer
3. Acid Rain
4. Nuclear Hazards

**UNIT III: Environmental Management and Sustainable Development**


1. Environmental Management and Sustainable Development: An overview
2. Sustainable Development Goals (17 SDGs)
3. Significance of Sustainable Development
4. Environment Friendly Practices At Workplace and Home (Three Rs' of Waste Management, Water Conservation, Energy Conservation)

**UNIT IV: Environmental Acts**

1. The Water (Prevention and Control of Pollution) Act, 1974: Objectives, Definition of Pollution under this act, Powers and Functions of Boards
2. The Air (Prevention and Control of Pollution) Act, 1981: Objectives, Definition of Pollution under this act, Powers and Functions of Boards
3. The Environment (Protection) Act, 1986: Objectives, Definition of important terms used in this Act, Details about the act.
4. Environmental Impact Assessment: Concept and Benefits

  
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			THEORY			PRACTICAL		L	T	P	CREDITS
			END SEM University Exam	Two Term Exam	Teachers Assessment*	END SEM University Exam	Teachers Assessment*				
ML307	AECC	Environmental Management and Sustainability	60	20	20	0	0	4	0	0	4

**Legends:** L - Lecture; T - Tutorial/Teacher Guided Student Activity; P – Practical; C - Credit; AECC- Ability Enhancement Compulsory Course

\***Teacher Assessment** shall be based on following components: Quiz/Assignment/ Project/Participation in Class, given that no component shall exceed more than 10 marks.

**UNIT V: Role of Individuals, Corporate and Society**

1. Environmental Values
2. Positive and Adverse Impact of Technological Developments on Society and Environment
3. Role of an individual/ Corporate/ Society in environmental conservation
4. Case Studies: The Bhopal Gas Tragedy, New Delhi's Air Pollution, Arsenic Pollution in Ground Water (West Bengal), Narmada Valley Project, Cauvery Water Dispute, Fukushima Daiichi Disaster (Japan), Ozone Hole over Antarctica, Ganga Pollution, Deterioration of Taj Mahal, Uttarakhand flash floods

**Suggested Readings:**

1. Rogers, P.P., Jalal, K.F. , Boyd, J.A.(Latest Edition) . **An Introduction to Sustainable Development.** Earthscan
2. Kalam, A.P.J. (Latest Edition) . **Target 3 Billion: Innovative Solutions Towards Sustainable Development.** Penguin Books
3. Kaushik , A. and Kaushik (Latest Edition). **Perspectives in Environmental Studies.** New Delhi: New Age International Publishers.
4. Dhameja, S.K. (Latest Edition). **Environmental Studies.** S.K. Kataria and Sons.New Delhi
5. Bharucha, E. (Latest Edition). **Environmental Studies for Undergraduate Courses.** New Delhi: University Grants Commission.
6. Wright, R. T. (Latest Edition). **Environmental Science: towards a sustainable future** .New Delhi: PHL Learning Private Ltd.
7. Rajagopalan, R. (Latest Edition). **Environmental Studies.** New York: Oxford University Press.

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# Shri Vaishnav Vidyapeeth Vishwavidyalaya

B.A.LL.B. (Hons.)/B.B.A.LL.B. (Hons.)/B.COM.LL.B. (Hons.)

Choice Based Credit System (CBCS)

3<sup>rd</sup> Year, SEMESTER-V

## HONOURS COURSES

Semester V (One Honours course to be chosen out of the following):

S.No.	Course Code	Course Name
1	LLBH101	Interpretation of Statutes and Principles of Legislation
2	LLBH102	Penology & Victimology



# Shri Vaishnav Vidyapeeth Vishwavidyalaya

## LL.B. (Hons.)

### Choice Based Credit System (CBCS)

#### 1<sup>st</sup> Year, SEMESTER-I

#### LLBH01- INTERPRETATION OF STATUTES AND PRINCIPLES OF LEGISLATION

COURSE CODE	CATEGORY	COURSE NAME	L	T	P	CREDITS	TEACHING & EVALUATION SCHEME				
							THEORY		PRACTICAL		
							END SEM University Exam	Two Term Exam	Teachers Assessment*	END SEM University Exam	Teachers Assessment*
LLBH01	DE	INTERPRETATION OF STATUTES AND PRINCIPLES OF LEGISLATION	4	0	0	4	60	20	20	0	0

**Legends:** L - Lecture; T - Tutorial/Teacher Guided Student Activity; P – Practical; C - Credit;

\***Teacher Assessment** shall be based on the following components: Quiz/Assignment/ Project/Participation in Class, given that no component shall exceed 10 marks.

**Course Educational Objectives:** The student will be able to:

1. Provide knowledge on how to maintain uniformity in the process of discovering the meaning of the words, various rules for the interpretation of statutes have evolved with time.
2. Learn that the statutes remain the same for application and reference for the courts yet there may be the possibility of difference of opinion as to the meaning of the words used in the language of the statutes.

**Course Outcomes:** The students will be:

1. Able to understand that in case of disputes between individuals regarding their interests are recognized through legislation.
2. Understand that Courts play an important role in applying the law to the life of individuals through the means of interpretation.
3. Demonstrate the possible difference of opinion as to the meaning of the words used in the language of the statutes.

#### **COURSE-CONTENT:**

##### **UNIT-I: Principles of Legislation and Introduction to Statutes**

Law-making: the legislature, executive and judiciary, Principles of legislation, Principle of utility, Relevance of John Rawls and Robert Nozick: individual interest to community interest, Operation of these principles upon legislation, Distinction between morals and legislation, Meaning of the term statutes, Commencement, operation and repeal of statutes



# Shri Vaishnav Vidyapeeth Vishwavidyalaya

## LL.B. (Hons.)

### Choice Based Credit System (CBCS)

#### 1<sup>st</sup> Year, SEMESTER-I

#### LLBH01- INTERPRETATION OF STATUTES AND PRINCIPLES OF LEGISLATION

COURSE CODE	CATEGORY	COURSE NAME	L	T	P	CREDITS	TEACHING & EVALUATION SCHEME				
							THEORY		PRACTICAL		
							END SEM University Exam	Two Term Exam	Teachers Assessment*	END SEM University Exam	Teachers Assessment*
LLBH01	DE	INTERPRETATION OF STATUTES AND PRINCIPLES OF LEGISLATION	4	0	0	4	60	20	20	0	0

#### UNIT-II: Rules of Statutory Interpretation

Primary Rules: Literal rule; Golden rule, Mischief rule (rule in the Heydon's case) and Rule of harmonious construction, Secondary Rules; Noscitur a sociis, Ejusdem generis and Reddendo singula singulis

#### UNIT-III: Presumptions in statutory interpretation

Statutes are valid, Statutes are territorial in operation, Presumption as to jurisdiction, Presumption against what is inconvenient or absurd, Presumption against intending injustice, Presumption against impairing obligations or permitting advantage from one's own wrong

#### UNIT-IV: Maxims of Statutory Interpretation

Delegatus non potest delegare, Expressio unius exclusio alterius, Generalia specialibus non derogant, In pari delicto potior est conditio possidentis, Utres valet potior quam pareat, Expressum facit cessare tacitum, In bonam partem

#### UNIT-V: Principles of Constitutional Interpretation

Harmonious construction, Doctrine of pith and substance, Colourable legislation, Ancillary powers, Occupied field, Residuary power, Doctrine of Repugnancy

#### References:

#### **Bare Acts:**

1. The General Clauses Act, 1897 : Nature, Scope and Relevance (with special reference to sections 6 to 8 of the Act)
2. Definition clauses in various Legislations: Nature and Interpretative Role.





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## LL.B. (Hons.)

### Choice Based Credit System (CBCS)

#### 1<sup>st</sup> Year, SEMESTER-I

#### LLBH01- INTERPRETATION OF STATUTES AND PRINCIPLES OF LEGISLATION

COURSE CODE	CATEGORY	COURSE NAME	L	T	P	CREDITS	TEACHING & EVALUATION SCHEME				
							THEORY		PRACTICAL		
							END SEM University Exam	Two Term Exam	Teachers Assessment*	END SEM University Exam	Teachers Assessment*
LLBH01	DE	INTERPRETATION OF STATUTES AND PRINCIPLES OF LEGISLATION	4	0	0	4	60	20	20	0	0

#### Books:

1. Bakshi, P.M. (2008). *Interpretation of Statutes*. Orient Publishing Company: Allahbad.
2. Benion, A.F. (2008). *Benion's on Statutory Interpretation*. Lexis Nexis: United Kingdom.
3. Langen, J. (2006). *Maxwell on Interpretation of Statute*. Lexis Nexis: Delhi.
4. Rao, M.N., Dhanda, A. & Bindra, N.S. (2007). *Interpretation of Statutes*. Lexis Nexis: Delhi.
5. Singh, G.P. (2010). *Principles of Statutory Construction*. Lexis Nexis: Nagpur.
6. Sarathi, V.P. (2015). *Interpretation of Statutes*. Eastern Book Company: Lucknow.

#### Case-Reporters:

1. All India reporter
2. Manupatra Database
3. Supreme Court Case



# Shri Vaishnav Vidyapeeth Vishwavidyalaya

## LL.B. (Hons.)

### Choice Based Credit System (CBCS)

#### 1<sup>st</sup> Year, SEMESTER-I

#### LLBH02- PENOLOGY AND VICTIMOLOGY

COURSE CODE	CATEGORY	COURSE NAME	L	T	P	CREDITS	TEACHING & EVALUATION SCHEME				
							THEORY		PRACTICAL		
							END SEM University Exam	Two Term Exam	Teachers Assessment*	END SEM University Exam	Teachers Assessment*
LLBH02	DE	PENOLOGY AND VICTIMOLOGY	4	0	0	4	60	20	20	0	0

**Legends:** L - Lecture; T - Tutorial/Teacher Guided Student Activity; P – Practical; C - Credit;

\***Teacher Assessment** shall be based on the following components: Quiz/Assignment/ Project/Participation in Class, given that no component shall exceed 10 marks.

**Course Educational Objectives:** The student will be able to:

1. Introduce the students to the concepts of Penology and Victimology and will acquaint them with the study of law from this perspective.
2. Provide the students an understanding of the various theories of punishment, penal reforms, prison reforms, etc.
3. Learn about the various impacts of victimization, restorative justice and compensatory schemes for the benefit of victims.

**Course Outcomes:** The students will be:

1. Understand the various dimensions of the various aspects of the Indian law related to penology and Victimology.
2. Understand the various aspects of the Indian legal structure like that of the concepts of restorative justice and compensatory schemes for victims
3. Demonstrate a thorough and contextual knowledge of penal laws and the various leading cases particularly in its application to real law problems.

#### **COURSE-CONTENT:**

##### **UNIT-I: Penology and Theories of Punishment**

Concept and Meaning of the study of penology, Theories of punishment: Retributive, Reformative, Preventive and Deterrent, Hindu and Islamic approach to punishment, Forms of punishment, Judicial approach of India towards capital punishment.



# Shri Vaishnav Vidyapeeth Vishwavidyalaya

LL.B. (Hons.)

Choice Based Credit System (CBCS)

1<sup>st</sup> Year, SEMESTER-I

## LLBH02- PENOLOGY AND VICTIMOLOGY

COURSE CODE	CATEGORY	COURSE NAME	L	T	P	CREDITS	TEACHING & EVALUATION SCHEME				
							THEORY		PRACTICAL		
							END SEM University Exam	Two Term Exam	Teachers Assessment*	END SEM University Exam	Teachers Assessment*
LLBH02	DE	PENOLOGY AND VICTIMOLOGY	4	0	0	4	60	20	20	0	0

### UNIT- II: Sentencing and Imprisonment

Types of sentences in India Law, Corrective Labour, Collective Fine, Reparation by the offender or by the Court, White collar crimes, sentencing as summary punishment, Plea bargaining, Prison Reforms in India, Right of Prisoners, Classification of prisoners, status of Indian jails as of today, Concept of open jail, duties of custodial staff, Deviance by custodial staff, development of Judicial surveillance.

### UNIT-III: Probation and Parole

Meaning and concept of probation and parole, Probation of Offenders Act and recent changes, Parole system in India, Role of the judiciary on probation and parole.

### UNIT-IV: Victim and Victimology

Concept and study of victimology, meaning of victim and victimization, Victims of Crime, Victims of abuse of power, Impact of victimization: Physical Impact, Financial Impact and Psychological Impact, Understanding of Secondary Victimization.

### UNIT-V: Restorative Justice and Compensatory Relief to Victims

Concept of restorative justice for victims, Various victim assisted programs run by different organizations in India, Legal reforms in India towards justice to victims, Compensatory provisions under the Criminal Procedure Code; Probation of Offenders Act; Motor vehicle act, judicial trend on compensatory relief provided to victims, De-Victimization and victim welfare fund.



# Shri Vaishnav Vidyapeeth Vishwavidyalaya

## LL.B. (Hons.)

### Choice Based Credit System (CBCS)

#### 1<sup>st</sup> Year, SEMESTER-I

#### LLBH02- PENOLOGY AND VICTIMOLOGY

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							THEORY		PRACTICAL		
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LLBH02	DE	PENOLOGY AND VICTIMOLOGY	4	0	0	4	60	20	20	0	0

#### References:

#### **Books:**

1. Chaturvedi, J.C (2006). *Penology and Correctional Administration*. Isha Books: Delhi.
2. David, S. (2008). *Penology*. Sage Publications: California.
3. Gillian, J. L. (1971). *Criminology and Penology*. Praeger Publishers: Westport.
4. Ponnaian, M. (1992). *Criminology and Penology*. Edition 3<sup>rd</sup>. Pioneer Books: Delhi.
5. Paranjape, N.V. (2014). *Criminology, Penology and Victimology*. Central Law Publication: Prayagraj.
6. Qadri, S.M.A. (2009). *Ahmad Siddique's Criminology & Penology*. 6<sup>th</sup> Edition. Eastern Book Company: Lucknow.
7. Rajan, V.N. (1981). *Victimology in India: An Introductory Study*. Allied Publishers: Delhi.
8. Sen, P.K. (2015). *Penology Old and New*. Gyan Books: Delhi
9. Vedder, C.B. & Kay, B. (1973). *Penology: Realistic Approach*. Charles C. Thomas Publisher: Unites States of America.

#### **Case-Reporters:**

1. All India reporter
2. Manupatra Database
3. Supreme Court Case





