

Eighth Semester Syllabus

S.No.	Course Code	Course Name	Credits	Remarks
1		Concentration III	3	
2		Concentration IV (Research and Seminar)	3	
3		Elective II	3	
4		Elective III	3	
5		Business Ethics and Corporate Governance		
Total			15 Credits	

FIN 216: International Finance

Credit: 3
Lecture Hours: 48

Course Objectives

This course aims to provide students an understanding of financial management in an international setting. The course also enhances the students the skills required to manage the financial risks of firm operating in the international environment.

Course Description

The course deals with how financial management decisions are taken in multinational context. This course covers multinational enterprises and multinational financial management, market for foreign exchange, forward and future exchange markets, balance of payment, and international parity conditions. It also covers management of foreign exchange exposure and risk, international trade instruments and institutions, and different aspects of foreign direct investment.

Learning Outcome

On completion of this course the students will be able to:

- Understand the concept of international finance and explain the reasons for growing multinational corporations and international businesses;
- Explain how the foreign exchange market, and forward and future exchange markets functions;
- Describe the factors affecting the exchange rates and exchange rate system;
- Describe the principles and accounting of the balance of payment with specific reference to the balance of payment of Nepal;
- Understand international arbitrage and interest rate parity theories and their application in the determination of exchange rates;
- Derive and interpret the purchasing power parity;
- Manage foreign exchange exposure and risk;
- Discuss the role of instrument and institutions in international trade;
- Discuss the role of Foreign Direct investment and foreign portfolio management.

Course Details

Unit 1: Multinational Enterprise and Multinational Financial Management 4 LHs

Financial management in a global perspective; Increasing independence in the global economy; Trends in international trade and cross border financial flows; Developments in global financial markets; Challenges of international financial management; Gains from international trade and investment; Difference between multinational and domestic financial management.

Unit 2: The Market for Foreign Exchange 6LHs

Function and structure of the FX market; FX market participants; Correspondent banking relationship; Spot market: spot rate quotations, bid-ask spread, spot FX trading; Foreign exchange rate: direct versus indirect exchange and cross-exchange rate, fixed versus flexible exchange rates.

Unit 3: Forward and Future Exchange Markets 6LHs

Forward and future contracts on foreign exchange market; Forward exchange premium and discount; Forward rates vs. expected future spot rates; Outright forward exchange and swaps; Convention in forward quotations; Currency futures; Future contract versus forward contract and their payoff comparisons; Introduction to currency options and currency option contracts in exchange markets.

Unit 4: Balance of Payments**4 LHs**

Balance of payments (BOP): functions and principles, BOP accounting: the current account, capital account and reserve account, errors & omissions; Relationship between the current, capital and reserve account; Nepal's BOP; Factors affecting international trade flows and its effect on BOP.

Unit 5: International Parity Conditions**6 LHs**

Purchasing Power Parity (PPP) theory; Law of one price; Absolute and relative form of PPP; Departure from PPP; Covered and Open interest parity conditions; The reasons for violation of interest parity conditions.

Unit 6: Management of Foreign Exchange Exposures and Risk**12 LHs**

Foreign exchange exposure and risk; Real and nominal exchange rate; Types of foreign exchange exposure; Transaction Exposure: measurement of transaction exposure, techniques for management of transaction exposure and risk; Operating Exposure: measuring the impact of operating exposure, management of operating exposure; Translation Exposure: overview of translation exposure, managing translation exposure.

Unit 7: International Trade Instruments and Institutions**4 LHs**

International trade; Various forms of financing of imports and exports; Documents used in international trade finance; Letter of credit and its role in financing; Institutions regulating international trade.

Unit 8: Foreign Direct Investment and Foreign Portfolio Investment**6 LHs**

Reasons and benefits of Foreign direct investment (FDI); Risks in foreign investment: political risk, exchange rate risk; Global trends in FDI; FDI in Nepal; Nepal's prospects and problems in tapping FDI; International portfolio investment; Cost and benefit of opening economy for FPI; International correlation structure and risk diversification; Optimal international portfolio selection, effect of changes in exchange rate.

Basic Book

Levi, M. D. *International Finance*. New York: Routledge.

References

Madura, J. *International financial management*. Singapore: Thomson South-Western
Eun C.S. & Resnick B. G. *International Financial Management*. New York: McGraw Hill
Siddaiah, T. *International Financial Management*. Delhi: Pearson

BNK 210: Treasury Management

Credit: 3
Lecture Hours: 48

Course Objective:

The purpose of the course is to develop an understanding in students about treasury concepts and functions of treasury department of commercial banks. The course also aims at giving general ideas of liquidity and profitability trade-off strategy, and clearing, foreign exchange related activities, settlement and treasury system to manage treasury function in a bank.

Course Description

The course focuses on the treasury operations of commercial banks and provides insights into banks' assets and liabilities management. Students will foster ideas regarding concept of treasury management in a commercial bank, asset liability mismatches and their management, liquidity and investment management strategies, reserve requirements such as CRR and SLR, FOREX and Derivatives, risk involved in treasury operations, clearing, settlement and treasury system and ethical practices in treasury management.

Course Learning Outcomes

On completion of this course the students will be able to:

- Understand the concepts of Front Office, Mid Office and Back Office and differentiate the services they provide;
- Identify mismatches between Asset and Liabilities and suggest remedies to such mismatches;
- Understand why banks require to maintain liquidity reserve requirements and fill in the format prescribed by Nepal Rastra Bank;
- Develop skill to implement BASEL Accord related to treasury functions;
- Understand foreign exchange markets, rates and trading; and learn the FOREX calculations;
- Understand the concepts and their significance related to derivatives used in banking;
- Assess and identify the risks in treasury operations;
- Gain knowledge on clearing, settlement and treasury system;
- Understand ethical part of treasury management.

Course Details

Unit 1: Introduction to Treasury Management

5 LHs

Meaning, scope and importance of treasury functions; Governance structure of treasury functions; Structure of treasury department in a commercial bank: front office and its roles, mid office and its roles, back office and its roles; Integrated treasury management: scope, approaches and issues.

Unit 2: Asset Liabilities Management

8 LHs

Asset liabilities management in a bank: objectives and principles, constitution, roles and responsibilities of Asset Liability Committee (ALCO); Interest sensitive assets and interest sensitive liabilities; Maturity mismatches of assets and liabilities; GAP Analysis: duration gap, modified duration gap; Concept of Earning at Risk (EaR) and Value at Risk (VaR).

Unit 3: Liquidity and Investment Management

8 LHs

Concept of bank liquidity; Stock and flow approach; Liquidity requirements and its estimation; Sources of liquidity; Regulatory liquidity requirements and their computation: CRR and SLR, liquidity stress and contingent funding plan; Liquidity requirement under

Basel III; Liquidity coverage ratio (LCR) and Net stable funding ratio (NSFR); Bank investment: objectives and principles, instruments available for investment (short and long term), investment portfolio and its management; Bond mathematics; Yield curve analysis.

Unit 4: Financing for the Bank

5 LHs

Bank capital; Tier 1 capital and Tier 2 capital and their components; Capital adequacy and its role in a bank; Capital requirements under Basel Accord and NRB Directives; Bank deposits: pricing and composition; Other sources: preference shares and debentures and other borrowings.

Unit 5: Foreign Exchange and Derivatives

8 LHs

Concept of foreign exchange; Exchange rate regimes; Determination of exchange rates; Currency pair and cross rates; Net open position and effect of changes in exchange rates; Global forex market and trading on currencies, cash, tom, spot and forward deals; Dealing rooms: structure and operations; Derivatives: concept and their uses in a bank; types of derivatives: currency and commodity derivatives, forwards, futures, options and swaps; Status of derivatives in Nepalese financial market.

Unit 6: Risks in Treasury & Mitigation

4 LHs

AML risks; measurement and management of risks: interest rate risk, foreign exchange risk, liquidity risk, counter party risk, country risk; NRB directives on mitigation of liquidity and foreign exchange risk.

Unit 7: Clearing, Settlement and Treasury System

6 LHs

Clearing and settlement systems: characteristics of clearing and settlement systems, overview of the clearing and settlement process, Fedwire, automated clearing house (ACH) system, clearing house interbank payments system (CHIPS), check clearing, the continuous link settlement (CLS) system; Treasury systems: treasurer's technology needs, treasury management system, SWIFT connectivity.

Unit 8: Ethics in Treasury Management

4 LHs

Ethics and the treasury; Ethical considerations in treasury management: disclosure of conflict of interest, impartiality, misuse of position, title or authority, preservation and confidentiality, professional morality, independence and objectivity.

Basic Book

Bragg, S. M., *Treasury Management*. New Jersey: Wiley & Sons.

References

Rose, P. S. & Hudgins, S. C. *Bank Management and Financial Services*. New Delhi: Tata McGraw-Hill Education.

AFP. *Essentials of Treasury Management*. Association for Financial Professionals
Nepal Rastra Bank, *Unified Directives of Nepal Rastra Bank*.

INS 203: Principles and Practices of General Insurance

Credit: 3
Lecture Hours: 48

Course Objectives

This course aims to provide students broad knowledge on properties, liability and health insurance, and equip them with skills to put the knowledge in practice. The course will also familiarize students with the current problems and prospects in the field of property, auto, liability and health insurance in Nepal.

Course Description

This course deals with principles and practices of general insurance. The course begins with an introduction to property and liability insurance. It also covers health insurance, auto insurance and other property insurance. The course enables students to develop skill required for rate making, underwriting and claim settlement of different types of general insurance. Finally, the course deals with concept of reinsurance and reinsurance market.

Course Learning Outcomes

On completion of this course the students will be able to:

- Understand the basics of property insurance including its types, coverage and exclusions;
- Distinguish between different types of liability insurance policies;
- Explain the benefits of health insurance and its status in Nepal;
- Describe different types of auto insurance policies along with their coverage, and choose appropriate policy;
- Develop skill for rate making, underwriting and claim settlement of general insurance;
- Understand the marine, aviation, engineering, agriculture, travel insurance, umbrella insurance policy and banker's blanket insurance;
- Explain different types of reinsurance treaty and risk sharing methods; and the reinsurance markets.

Course Details

Unit 1: Property Insurance

7 LHs

Meaning and concept of property insurance; Types of property insurance; Perils covered by property insurance and exclusions; Personal policy and commercial property policy; Homeowners policy.

Unit 2: Liability Insurance

7 LHs

Meaning and concept of liability insurance; Types of liability insurance: tort liability, negligence liability, personal liability, commercial liability, professional indemnity liability, product liability, third party liability.

Unit 3: Health Insurance

7 LHs

Meaning and concept of health insurance; Objectives and benefits of health insurance; Types of health insurance: commercial health insurance, social health insurance, micro health insurance, group health insurance; Health care management problems in Nepal; Health insurance practices in Nepal.

Unit 4: Auto Insurance

6 LHs

Types of motor vehicles; Types of motor vehicle policy: coverage under Liability Only and Package Policies; Policy conditions; Add on covers; Exclusions; Knock for Knock Agreements.

Unit 5: Other property insurance**7 LHs**

Marine insurance policy and risk coverage; Aviation insurance policy and risk coverage; Engineering insurance policy and risk coverage; Agriculture insurance policy and risk coverage; Travel insurance policy; Umbrella insurance policy; Banker's blanket insurance policy.

Unit 6: Rate Making, Underwriting and Claim Settlement**8 LHs**

Rate making: objectives, methods, tariff and non-tariff insurance business in Nepal; Underwriting process of property insurance, health insurance and liability insurance; Underwriting practices in Nepal; Claim settlement process in general insurance; Legal provisions in Nepal; Role of surveyor in claim settlement in Nepal; Role of *Beema Samiti* in dispute settlement on claims.

Unit 7: Reinsurance**6 LHs**

Concept of reinsurance; Reinsurance agreement: treaty and facultative; Methods of risk sharing by reinsurance: proportionate and non-proportionate; Responsibilities and rights of reinsurance brokers; Factors influencing retentions; Reinsurance markets.

Basic Books

Rejda, G. E. *Principles of Risk Management and Insurance*. New Delhi: Pearson Education.

Vaughan, E. J. & Vaughan, T. M. *Fundamentals of Risk and Insurance*. New York: John Wiley & Sons.

References

Mishra, M. N., & Mishra, S. B. *Insurance Principles and Practices*. Delhi: S. Chand & Company Ltd.

Gupta, P. K. *Insurance and Risk Management*. Mumbai: Himalaya Publishing House.

Ghimire, R. *Insurance Theory and Practices*. Kathmandu: Buddha Publication.

Government of Nepal, Insurance Act, 1992 and Insurance Regulation, 1993.

Directives, guidelines, policies issued by *Beema Samiti* (Insurance Board of Nepal).

Publications of *Beema Samiti*.

FIN 217: Market Efficiency and Behavioral Finance

Credit: 3

Lecture Hours: 48

Course Objectives

This course aims to acquaint students with two contemporary paradigms of asset pricing - the notion of informational efficiency which claims that securities markets are free from frictions, are efficient, and securities prices accurately reflect all the relevant information; and behavioral finance theory which prescribes to consider human cognitive forces as friction in securities price formation process. The course will help students to develop knowhow to critically analyze these controversies, and to take into account the implications of these concepts while making investment decisions.

Course Description

This course deals with the theories relating efficiency of securities market in securities price formation, and possible interference of human psychology in the price formation process. The course will begin with explanation of market efficiency, and its taxonomy; then the efficient market hypothesis will be explained – the concept which advocates that securities markets are always and already efficient to form fair prices of financial assets. Thereafter the evidences inconsistent with the efficient market hypothesis will be examined in the form of market anomalies. Next part of the course is behavioral finance – the notion elucidating the impact of human psychology in financial decisions. In this respect, the course will explain behavioral biases and other cognitive forces affecting human decisions, and their implications in finance in general, and in particular, securities prices.

Course Learning Outcomes

On completion of this course the students will be able to:

- Define market efficiency, and explain the taxonomy of market efficiency;
- Describe efficient market hypothesis, and outline the implications of efficient market hypothesis in securities analysis and investment strategy formulation;
- Demonstrate competency in testing efficient market hypothesis, and interpreting the results;
- Identify market anomalies, and make use of identified anomalies to predict securities returns;
- Define behavioral finance, and explain how behavioral finance relates to the efficient market hypothesis;
- Explain how behavioral biases and other cognitive forces affect financial practitioners' decisions;
- Explain the implications of behavioral finance in personal and corporate financial decisions, and illustrate how behavioral finance complements traditional finance.

Course Details

Unit 1: Market Efficiency

3 LHs

Concept of market efficiency; Taxonomy of market efficiency: allocational efficiency, informational efficiency, operational efficiency; Random walks and informational efficiency.

Unit 2: Efficient Market Hypothesis

9 LHs

Concept of efficient market hypothesis (EMH); Assumptions of EMH; Weak-form efficiency: concept, tests and results; Semistrong-form efficiency: concept, tests and results; Strong-form efficiency: concept, tests and results; Implications of the EMH: EMH and technical analysis, EMH and fundamental analysis, EMH and portfolio management;

Critiques on EMH.

Unit 3: Market Anomalies

6 LHs

Concept of market anomalies; Taxonomy of market anomalies: calendar anomalies, fundamental anomalies, technical anomalies, cross-sectional return patterns, time series return predictability; Market anomalies and informational efficiency.

Unit 4: Introduction to Behavioral Finance

10 LHs

Rational investor paradigms; Prospect theory; Behavioral finance: concept and evolution; Key themes in behavioral finance: heuristics, framing, emotions, market impact; Traditional and behavioral finance; Personality traits; Money and happiness: implications for investor behavior; Motivation and satisfaction.

Unit 5: Behavioral Biases

6 LHs

Concept; Mental accounting; Disposition effect; Loss aversion; Representativeness; Overconfidence; Anchoring and adjustment; Familiarity bias; Cognitive dissonance; Limited attention; Inertia; Self-deception; Affect.

Unit 6: Emotions in the Financial Markets

7 LHs

Emotion; Mood; Herd behavior; Social influences; Emotional finance; Risk perception and risk tolerance; Role of emotion in risk perception and risk tolerance; Bubbles in asset prices; Stock market crashes; Financial crisis; Post-crisis investor behavior; Psychology of trading and investing.

Unit 7: Implications of Behavioral Finance

7 LHs

Trading and investment strategies in behavioral finance; Growth investing, value investing and behavioral finance; Fusion investing; Mutual funds and individual investors; Behavioral aspect of asset pricing: market inefficiency, belief and preference based models; Behavioral finance and corporate decisions; Behavioral finance and regulations.

Reference Books:

Baker, H. K. & Nofsinger, J. R. (Eds.). *Behavioral Finance: Investors, Corporations, and Markets*. Hoboken, New Jersey: John Wiley & Sons, Inc.

Baker, H. K. & Ricciardi, V. (Eds.). *Investor Behavior: The Psychology of Financial Planning and Investing*. Hoboken, New Jersey: John Wiley & Sons, Inc.

Baker, H. K., Filbeck, G. & Nofsinger, J. R. *Behavioral Finance: What Everyone Needs to Know*. New York: Oxford University Press.

Nofsinger, J. R. *The Psychology of Investing*. New York: Routledge.

Reily, F. K., Brown, K. C. & Leeds, S. J. *Investment Analysis and Portfolio Management*. Mason, Ohio: Cengage Learning.

Teall, J. L. *Financial Trading and Investing*. London: Academic Press.

ELE 229: Statistical Methods and Data Modeling

Credit: 2+1

Lecture Hours: 48

Course Objectives

This course “Statistical Methods and Data Modeling” aims to provide students with better understandings of general concepts, meaning and use of statistics and develop basic skills for applying descriptive and some inferential statistics for analyzing the data related to business, management, finance, banking and economics. Students will also be able to apply linear regression model with real data and be able to interpret the results with reference to the specific data problems. This course also equips the student with skills to analyze the data through the use of MS Excel efficiently.

Course Description

The course “Statistical Methods and Data Modeling” is exclusively of applied nature and computer intensive. The course is broadly divided into two components namely the theoretical (or conceptual) and practical. The first component is also divided further into two parts: the statistical methods and data modeling. The practical component deals with the data analysis using Microsoft Excel for both statistical methods and data modeling.

There are altogether five units in the syllabus including practical component. First unit deals with the application of descriptive statistical analysis appropriately which suits for the data set. Second unit of the course is exclusively devoted on the inferential statistics and their applications specially focusing on administrative and finance related data. This unit also include the application of test of significance of single mean, single proportion, double mean(for independent samples), more than two means(for independent samples) focusing on administrative and finance related data. Further, this also deals with the test of significance of association between two independent categorical variables and test of significance of two variances in the relevant data. Unit three involves the index numbers, types and their applications with real Nepalese data in the relevant field. Unit four deals exclusively on understanding and applications of multiple linear regression modeling, its assumptions, and regression diagnostics. It also incorporates the time series modeling. The applications of these techniques are attempted focusing on Nepalese finance, business and banking data. The last unit exclusively deals to develop the skills to analyze the data through Microsoft Excel and the interpretations of the results. The course helps students to understand different statistical methods (descriptive and inferential statistics), multiple linear regression modeling and to apply them appropriately.

Course Learning Outcomes

On completion of this course the students will be able to:

- Understand the meaning and types of different statistical tools;
- Understand the importance of descriptive and inferential statistics;
- Perform appropriate descriptive statistical analysis;
- Apply appropriate statistical test(s) as checking the assumptions of the statistical tool(s);
- Understand the fundamental concept of regression model, use linear regression model and able to interpret the results;
- Understand simple time series data and able to apply to simple trends analysis;
- Apply Microsoft Excel to explore and to analyze the data.

Course Details

Unit 1: Introductory Statistics

8 LHs

Review of concept of descriptive statistics; Data collection; Primary and secondary data; Data tabulation; Frequency distribution and cross tabulation; Stem and leaf plot; Box and Whisker plot; Diagrams and Graphs; Scatter plots; Measures of central tendency; Measures of dispersion; Measures of skewness; Measures of kurtosis; Correlation; Concept of Probability and mathematical expectation; Numerical problems and exercise related to finance, banking, economics and management.

Unit 2: Inferential Statistics

10 LHs

Concept of sampling distribution; Standard error; Concept estimation; Confidence interval estimation; Hypothesis testing: null and alternative hypothesis, one-tailed and two-tailed hypothesis, errors in hypothesis testing, type I & type II errors, level of significance, rejection region, critical values, p-value, power of the test; Linkage between testing of hypothesis and confidence interval.

Parametric tests: Test of significance of single mean (Z test and t-test) and single proportion (Z-test); Test of significance of two means (independent t-test); Assumptions for applying independent t-test; Test of significance of two variances; Test of significance of correlation coefficient; Test of significance of more than two means (independent samples) and its assumptions; Numerical problems and exercise related to finance, banking, economics and management.

Non-parametric test: Chi-square test of independence if attributes, test of goodness of fit. Attributes; Numerical problems and exercise related to finance, banking, economics and management.

Unit 3: Index Numbers

4 LHs

Introduction; Types of index numbers; Methods for construction of price indexes (unweighted and weighted: Laspeyre's, Paasche's and Fisher's method); Value indices, Chain indices, Consumer price index numbers; Base shifting; Deflation; Numerical problems and exercise related to finance, banking, economics and management.

Unit 4: Data Modeling

10 LHs

Concept of cause and effect relationship; Simple linear regression model and its fitting; Assumptions of simple linear regression model; Test of significance of regression coefficient, overall fitting of the model; Interpretation of regression coefficients; Concept of non-linear regression; Multiple linear regression model: assumptions, fitting of multiple linear regression model; Parameter estimation and test of significance of regression coefficients(t-test); Test of goodness of fit of the model(F-test); Coefficient of determination (R^2); Standard Error of Estimate; Confidence Interval estimate of regression coefficients; Predictions through model; Residual analysis. Time series analysis: definition, components, seasonal index, trend analysis, data smoothing, forecasting.

Unit 5: Data Analysis using Microsoft Excel (Practical)

16 LHs

Exercises on MS-Excel covering all the analysis indicated from unit1 to unit 4.

Basic Books

Levine, D. M., Krehbiel, T. C., Berenson M. L. & Viswanathan, P. K. *Business Statistics: A First Course*. New Delhi: Pearson Education.

Gujrati D.N. *Basic Econometric*. New York: McGraw Hill Education.

Glyn, D. & Pecar, B. *Business Statistics using Excel*. London: Oxford University Press.

References:

Levin, R. I. & Rubin, D. S. *Statistics for Management*. New Delhi: Pearson Publications.

Anderson, D.R., Sweeney, D. J. & Williams, T. A. *Statistics for Business and Economics*. Mason: South-Western Cengage Learning.

ELE 230: Principles of Social Work

Credit: 3+1
Lecture Hours: 48

Course Objectives

The objective of this course is to equip students with the concepts and theories of social works and enable them to apply these concepts and theories in managing social works.

Course Description

Involving into and managing social works require proper understanding of concepts, theories and practices of social works. Accordingly, this course begins with providing the concepts and principles related to social works. Then it moves on to the discussion of theories works and integrated practice of social works. Next, the course deals with managing the social works and its special requirement of financing. Finally, the course discusses the research methods useful for social work research.

Course Learning Outcomes

On completion of this course the students will be able to:

- Understand the concept, theory and practice of social work;
- Carryout integrated social work practice;
- Manage social work services;
- Mobilize finance for social works;
- Conduct research on social work-related issues.

Course Details

Unit 1: Social Work Concepts and Principles

10 LHs

Social work, social welfare, social service, social action, social conscientization, social movements, collective action, community identity, social empowerment; Principles of social work, principle of self-determination, principle of non-judgementalism, principle of creation of positive attitude, principle of confidentiality, principle of social justice, principle of non-violence, principle of human dignity.

Unit 2: Social Work Theory and Practice

10 LHs

Essential elements of theory; Function of theory; Implication of theories in practice; Interlocking theories to the practices; Practice system of social work: concept of practice, praxis and reflective practice, reflective practice and reality; Four practice system: client system, action system, target system and change agent system; Social work as social justice and equity: concept and types of equality; Social equity; Human rights and social justice.

Unit 3: Integrated Social Work Practice

10 LHs

Social work as multi-disciplinary approach; Multi-dimensional vision working with the multiple stakeholders; Integrated social work approach at different levels-macro, mezzo and micro; Strength based approaches to social work practice; New paradigm in social work practice: Holism; Sensitivity to culture; pro-people oriented paradigm and Macro-Micro Nexus; New Discourses of Social work practice: ecological/economic consideration, people/state primacy, physical infrastructure/social infrastructure development, economic/social capital formation, uni-dimensional / multi-dimensional perspective, social work as art/science discipline

Unit 4: Social Work Administration**8 LHs**

Social work administration: concept, philosophical principles and values; Social work practice with special reference to program management, human resource management, project cycle management, organization development and capacity building.

Unit 5: Financing Social Works**5 LHs**

The cost of social work; The value of social work; Exploring sources of funding for social works; Reporting and transparency in social work financing.

Unit 6: Research Methods in Social Work**5 LHs**

Social work research methods; Types of research: survey, case study, diagnostic, participatory action, rapid rural appraisal, focus group discussion, appreciative inquiry, grounded theory, narrative analysis, phenomenology-based research approaches and methods; Writing research report.

References

- Deacon, L. & Macdonald, S. J. *Social Work Theory and Practice*. New Delhi: Sage Publishing.
- Johnson L. C. *Social Work Practice: A Generalist Approach*. New Delhi: Pearson India.
- Neil, T. *Understanding Social Work: Preparing for Practice*. New Delhi: MacMillan Education India.
- Armando, W. A.(ed). *Concepts and Methods of Social Work*. New Delhi: Prentice Hall.
- Chowdry, P. D. *Social Welfare Administration*. New Delhi: Atma Ram and Sons.
- Spicker, P. *Social Policy: Themes and Perspective*. Jaipur: Rawal Publications.

MGT 227: Business Ethics and Corporate Governance

Credit: 3
Lecture Hours: 48

Course Objectives

The course aims to develop an understanding of the underlying concepts of business ethics and corporate governance which are relevant to the contemporary business environment. It is designed to foster students' understanding of the ethical influences on economic, financial, managerial and environmental aspects of business. The course further aims to develop a students' ability to critically analyses ethical and governance issues in business.

Course Description

This course introduces contemporary and controversial ethical and corporate governance issues facing the business community. Topics include business ethics, emerging business ethics issues, ethics and financial reporting, ethical leadership and corporate governance, corruption and ethical decision making and human resource issues. Upon completion of this course, students in general will learn the fundamentals concept on the modern business ethics and the corporate government practices in business organizations. Topics include business ethics, emerging business ethics issues, ethics and financial reporting, ethical leadership and corporate governance, corruption and ethical decision making and human resource.

Course Learning Outcomes

On completion of this course the students will be able to:

- Define business ethics and corporate governance and realize their importance in different functional area of business;
- Understand the guiding principles of ethical action;
- Recognize ethical issues and incorporate ethical considerations in corporate decisions;
- Maintain ethical values in financial and accounting practices;
- Understand the national and global corporate governance standards;
- Demonstrate an understanding of the impact of corruption in business organizations;
- Engender a culture of zero tolerance against corruption;
- Contribute to the development of ethical corporate culture in the organization.

Course Details

Unit 1: An Overview of Business Ethics

5LHs

Ethics and business ethics: concepts and nature; Importance of business ethics; The development of business ethics; Benefits of business ethics; Ethics in functional area: marketing, finance, human resource and information technology; Ethical practices in management of Nepalese organization.

Unit 2: The Foundation of Ethical Thought

5LHs

The role of morals; The foundation of ethical theory; Teleological frameworks; Deontological frameworks; Seven guiding principles to support ethical actions; The seven deadly sins; The trolley problem; Global business standards codex.

Unit 3: Emerging Business Ethical Issues

10LHs

An ethical dilemma; Recognizing an ethical issue; The role of integrity, Honesty, Fairness; Ethical issues and dilemmas in business; Challenges of determining an ethical issue in business; Stakeholders and corporate social responsibility; Ethical decision-making; Social responsibilities of business: environmental protection, fair trade practices, safeguarding health and well-being of customers.

Unit 4: Ethics and Financial Reporting**5LHs**

Ethics and financial reporting; The role of creative accounting; Ethical philosophies and accounting issues; The role of financial reporting; The objectives of financial reporting.

Unit 5: Ethical Leadership and Corporate Governance**8LHs**

Corporate Governance: meaning, principles, need; Corporate governance code; Transparency and disclosure; Role of auditors, board of directors and shareholders; Global issues of governance, accounting and regulatory frame work, corporate scams; A contingent perspective of corporate governance; Corporate governance in Nepal; Ethical leadership; A manager's ability to develop trust, commitment, and effort; The responsibility of managers.

Unit 6: Corruption**6 LHs**

Corruption: meaning, causes, effects; Frauds and scams in banks, insurance companies, financial markets; Measures to overcome fraud and corruption; Zero tolerance of corruption; Ethics and IT.

Unit 7: Decision Making and Human Resource Issues**9 LHs**

Ethical decision making; Kohlberg's six stages of moral development; The role of emotion in moral decision making; Rationalizing unethical behaviors; The role of power and influence in ethical decisions; Ethical climate and organizational misbehavior; Sexual harassment and discrimination; Office bullying and employee monitoring.

Basic Book

Pandey, M. *Business Ethics and Corporate Governance*. Mumbai: Himalayan Publishing House

References

Vallabhaneni, S. R. *Corporate Management, Governance and Ethics Best Practice*. New Jersey: John Wiley & Sons, Inc.

Ferrell, O. C., & Fraedrich, J. *Ethical Decision Making and Cases*. New York: Houghton Mifflin.

Steiner, G. A. & Steiner J. F. *Business, Government and Society, A Managerial Perspective*. New York: McGraw-Hill/Irwin.

Monks, R. A. G. & Minow, N. *Corporate governance*. Wiley-Blackwell.