

MBA311: TAX PLANNING AND MANAGEMENT

Teaching Scheme	Examination Scheme
Lectures: 4 hrs./Week Tutorials: 1 hrs./Week Credits: 4	Class Test -12Marks Teachers Assessment - 6Marks Attendance – 12 Marks End Semester Exam – 70 marks

Course Objectives:

- To acquaint the students with basic principles underlying the provisions of direct and indirect tax laws and to develop a broad understanding of the tax laws and accepted tax practices.
- To give an understanding of the relevant provisions of Direct Tax Code.
- To introduce practical aspects of tax planning as an important managerial decision-making process.
- Expose the participants to real life situations involving taxation and to equip them with techniques for taking tax-sensitive decisions.

Hours:40

UNIT I (06 Hrs): Introduction: Important definitions in Income tax act 1961, Basis of charge: Rates of Taxes applicable for different types of assesses, Concept of Assessment Year and Previous Year, Residential status and tax liability. Nature and Scope of Tax Planning, Tax Avoidance & Tax Evasion

UNIT II (16 Hrs): Individual tax assessment: Tax on Individual Income – Computation of tax under the heads of Salaries, Income from House Property, Profits & Gains of Business, Capital Gains & Income from Other Sources.

UNIT III (10 Hrs): TDS: Carry forward and set off losses, clubbing of income, Deductions u/s 80. Computation of income and tax liability of individuals, Tax deduction at source; Advance payment of Tax; Assessment procedures; Tax Administration: Authorities, appeals, penalties.

UNIT IV (8 Hrs.): Indirect Taxes: Concept of Indirect Taxes- Concept and features of Indirect Tax laws. **Goods and Service tax laws:** An Introduction including constitutional aspects, levy and collection of CGST and IGST- application of CGST/IGST law, concept of supply, charge of tax, exemption from tax, Input tax credit, registration and returns.

Suggested Readings:

1. Singhania, Vinod K. and Monica Singhania. Students' Guide to Income Tax, Taxmann Publications Pvt. Ltd., New Delhi.
2. Ahuja, Girish and Ravi Gupta. Systematic Approach to Taxation, Bharat Law House, Delhi.
3. V.S. Datey. *Indirect Tax Law and practice*, Taxmann Publications Pvt. Ltd., Delhi
4. Dr. Sanjeev Kumar. *Systematic Approach to Indirect Taxes*, Latest edition.
5. Pagare, Dinkar. *Law and Practice of Income Tax*. Sultan Chand and Sons, New Delhi.

Journals

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Suggested Text Books:


1. The Practical Guide to HR Analytics: Using Data to Inform, Transform, and Empower HR Decisions, Shonna D. Waters, Valerie N. Streets, Lindsay Mcfarlane, Rachael Johnson-Murray
2. HR Analytics: Understanding Theories and Applications , Dipak Kumar Bhattacharyya
3. Doing HR Analytics - A Practitioner's Handbook With R Examples Lyndon Sundmark

Course Outcomes: On successful completion of the course the learner will be able to

<i>COURSE OUTCOMES DESCRIPTION</i>	
<i>CO1</i>	ENUMERATE the use of Workforce Analytics.
<i>CO2</i>	UNDERSTAND the process of creating and using HR analytics
<i>CO3</i>	USE dashboards, pivot tables for data driven decision making in HR.
<i>CO4</i>	ILLUSTRATE the use of various tools and frameworks for predictive analytics.
<i>CO5</i>	DERIVE a variety of metrics and quantify key outcomes in multiple areas of HR.
<i>CO6</i>	BUILD value for HR departments by showing clear links between HR and Business outcomes.


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