

Name of College: S. R. Luthra Institute of Management								
Faculty	Management			Program	Master of Business Administration (M.B.A.)			
Year	II			Version	1.0			
Semester	4			Effective From	June 2024			
Course Code	MGMB17404	Course Name	Family Business Management (FBM)					
Teaching Scheme				Examination Scheme				
Credits	Lecture (L)	Tutorial (T)	Practical (P)	ME	CE	SE	V	Total
4	4	0	0	30	40	50	---	120

Course Outcomes:

CO1	Explain the nature, characteristics and theories of family business.
CO2	Recommend measures for employing relatives, resolving conflicts and enhancing the harmony of the family business.
CO3	Analyze the ecosystem and business environment for inferring a given available opportunity.
CO4	Design a business plan for future innovation, diversification and growth possibility.
CO5	Select appropriate measures and practices for effective succession planning.

Mapping Course Outcomes to Program Outcomes:

	PO1	PO2	PO3	PO4	PO5	PO6
CO1	3	1	---	1	1	2
CO2	2	2	3	3	2	1
CO3	2	3	1	-	1	1
CO4	2	2	1	1	1	3
CO5	2	---	2	2	3	1



Sr. No.	Module	Description	CO	Marks	Hours
1	I	<p>Introduction to Family Business Management:</p> <ul style="list-style-type: none"> • Nature, Importance and uniqueness of the family business • Family business theory • Uniqueness & Dynamics challenges • Ownership challenges • Contribution of the family business to the economy and society <p>Constructing the family business:</p> <ul style="list-style-type: none"> • Roles, Responsibilities and Rights of Stakeholders • Family business v/s Management development plan • The governance and professionalism challenges 	1	12	10
2	II	<p>Creating conditions for the continued spirit of enterprise:</p> <ul style="list-style-type: none"> • Differences Between Generations • Employing Relatives - Pros and cons of nepotism, Rules for hiring family • Maintaining Family Harmony • Conflict Resolutions • Compensation - What to Pay Yourself, Family, and Nonfamily 	2	12	10
3	III	<p>Innovation and competitiveness in Family firms:</p> <ul style="list-style-type: none"> • Difference between a business idea and a business opportunity • Business opportunities in India <p>Family business innovation: A circular process model</p> <p>Innovation Advantages of Family Firms: Navigating the Trilemma of Challenges</p> <p>Business Plan – future innovation, diversification and growth possibility</p>	3, 4	14	10
4	IV	<p>Succession Planning:</p> <ul style="list-style-type: none"> • Tasks in Succession Consensus, candidates, and roles • Ensuring stability during the transition – how to hang on to nonfamily executive • Mentoring the Next Generation • Challenging heirs to learn • The nonfamily mentor's guide • Retiring <ul style="list-style-type: none"> ○ Install safeguards to before you leave 	5	12	10

References:

Books:	
1.	Poza, E. J., & Daugherty, M. S. (2020). <i>Family Business</i> . Cengage Learning.
2.	D'Allura, G. M., Colli, A., & Goel, S. (2019). <i>Family firms and institutional contexts: business models, innovation and competitive advantage</i> . Edward Elgar Publishing.
3.	Jakhete, J. (n.d.). <i>Family Business Management</i> . Prasant Publication.
4.	Cheng, J. (2022). <i>Family business case studies across the world : succession and governance in a disruptive era</i> . Edward Elgar Publishing Limited, Edward Elgar Publishing.
5.	Zellweger, T. M. (2017). <i>Managing the family business: Theory and practice</i> . Edward Elgar Publishing Limited ; Northampton, Massachusetts.
Newspapers / Magazines / Journals / Web Resources:	
1.	Journal of Family Business Management
2.	Family Business Management
3.	Business & Management
4.	Journal of Management