



SRUSTI CENTRE FOR
SUSTAINABLE
DEVELOPMENT (SCSD)

SRUSTI ACADEMY of MANAGEMENT
and TECHNOLOGY (AUTONOMOUS)
1st B-School in Odisha with NAAC 'A' GRADE Accreditation
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SRUSTI ACADEMY OF MANAGEMENT AND TECHNOLOGY (AUTONOMOUS)

Srusti Centre for Sustainable Development (SCSD)

INSTITUTIONAL ACADEMIC FRAMEWORK

Srusti Sustainability Learning Model

Curriculum Integration and Academic Framework

MBA and Undergraduate Education

Academic Year 2025-26

MBA 25MBA104 Business Environment and Sustainability	UNDERGRADUATE VAC 101 Environmental Science and Sustainability
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Bhubaneswar, Odisha

Formal curriculum integration of sustainability literacy, systems thinking and responsible decision-making



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1. Institutional Approach to Sustainability Education

The Srusti Sustainability Learning Model integrates sustainability literacy within formal academic delivery at both undergraduate and postgraduate levels. The model develops a progressive learning pathway: undergraduate learners build environmental understanding and responsible decision-making capability, while MBA learners extend this foundation into stakeholder responsibility, sustainable business strategy, ESG and sustainability reporting.

Table 1: Integrated Curriculum Architecture

Undergraduate Foundation - VAC 101 Environmental Science and Sustainability introduces environmental systems, natural resources, biodiversity, pollution, waste management, sustainable development, environmental ethics, legislation and practical applications. The course directly links environmental consequences with business decisions and responsible managerial behaviour.	Postgraduate Integration - 25MBA104 Business Environment and Sustainability connects macro and micro business environments with stakeholder responsibility, global business, the 5Ps, the 17 SDGs, ESG, sustainability management and reporting. It is positioned in Semester I with a defined credit, contact-hour and assessment structure.
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1.1 Core Learning Principles

Table 2: Core Learning Principles

1	Sustainability as a management capability: Environmental and social considerations are linked with organisational decisions, operational consequences and long-term value creation.
2	Systems orientation: Learners examine relationships among resources, ecosystems, communities, stakeholders, regulations, markets and institutional choices.
3	Ethical and responsible judgement: The curricula address stakeholder responsibility, equity, environmental ethics, justice, responsible consumption and intergenerational consequences.
4	Contextual application: Real-life examples, case studies, assignments, self-study, fieldwork and practical sustainability themes connect concepts with institutional and business contexts.

2. Curriculum Integration and Progression

The two courses form an integrated learning progression from environmental foundations to strategic sustainability analysis. The curriculum is structured to move learners from understanding environmental systems toward evaluating organisational responsibility and creating informed responses.

Table 3: Comparative Curriculum Integration

Curriculum dimension	VAC 101 - Undergraduate level	25MBA104 - MBA level
Foundational understanding	Environment, natural resources, ecosystems, biodiversity, pollution and sustainability.	Business environment, macro and micro dimensions, PESTEL and global business context.
Systems thinking	Man-environment relationship, ecosystem resilience, carrying capacity, resource conservation and societal interactions.	Stakeholder relationships, macro-micro interdependence, global institutions, 5Ps and the 17 SDGs.
Business relevance	Environmental consequences of business operations and the role of responsible future managers.	Sustainability management, social responsibility, ESG, reporting and organisational decision-making.
Ethics and responsibility	Environmental ethics, justice, equitable resource use, responsible consumption and rehabilitation.	Stakeholder responsibility, triple bottom line, SDGs, UN Global Compact and reporting standards.
Application	Waste management, cleaner technologies, disaster management, legislation and hands-on fieldwork.	Assignments, case studies, self-study of sustainability reports and analysis of real business contexts.
Higher-order capability	Environmentally sensitive decision-making and practical understanding of sustainability challenges.	Course outcomes progress through analysis, evaluation and creation, including assessment of standards and reporting frameworks.

2.1 Curriculum Progression

ENVIRONMENTAL LITERACY Resources, ecosystems, biodiversity, pollution and sustainability.	SYSTEMS ANALYSIS Interdependencies among environment, society, stakeholders and business.	RESPONSIBLE DECISIONS Ethics, equity, resource use, legislation and long-term consequences.	SUSTAINABLE MANAGEMENT ESG, SDGs, reporting, stakeholder responsibility and strategic response.
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3. Teaching-Learning and Assessment Framework

The learning model combines structured academic content with interactive, contextual and assessed learning processes. This ensures that sustainability is treated as a core academic capability rather than as an isolated awareness topic.

Table 4: Teaching-Learning Processes

MBA Teaching-Learning Process Regular classroom lectures are supported by ICT, interactive sessions and real-life examples. The syllabus includes self-study, assignments, case studies and analysis of a corporate sustainability report. Sustainability concepts are reinforced through multiple assessment components across the semester.	Undergraduate Teaching-Learning Process VAC 101 is organised through four connected units covering environmental foundations, ecosystems, pollution and waste management, social issues, legislation and practical applications. The course description incorporates hands-on fieldwork and decision-making related to environmental consequences.
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3.1 MBA Assessment Structure - 25MBA104

Table 5: MBA Assessment Structure for 25MBA104

Component	Marks	Academic purpose
Assignment and Case Study	10	Application of concepts to organisational and sustainability contexts.
Weekly Assessment	10	Continuous reinforcement of conceptual understanding.
Quiz	5	Recall and comprehension of core ideas and terminology.
PIL	5	Structured learner engagement within the course process.
Mid-Term Examination	20	Interim evaluation of understanding and analytical capability.
End-Term Examination	100	Comprehensive evaluation of the course outcomes.
Total	150	Integrated continuous and end-term assessment.

Academic reinforcement: The curriculum links conceptual learning with real-life examples, case analysis, self-study, practical application and formal assessment. This sequence supports continued development of environmental literacy, systems thinking, ethical judgement and responsible managerial decision-making.

4. Sustainability Capability Framework

The integrated curriculum develops a set of complementary capabilities that are relevant to academic learning, professional decision-making and institutional responsibility.

Table 6: Sustainability Capability Framework

Capability	Curriculum basis	Expected academic development
Environmental literacy	Natural resources, ecosystems, biodiversity, pollution, climate and sustainable development.	Understanding environmental processes and their relevance to organisational and societal activity.
Systems thinking	Man-environment relationships, resource interdependence, stakeholders, macro-micro environment, 5Ps and SDGs.	Ability to recognise relationships, trade-offs and wider consequences of decisions.
Stakeholder responsibility	Social responsibility, stakeholder analysis, environmental justice, equity and rehabilitation.	Consideration of affected groups and responsible organisational conduct.
Ethical judgement	Environmental ethics, responsible consumption, intergenerational equity and value-based leadership.	Evaluation of choices beyond immediate cost and efficiency.
Resource and waste management	Conservation, cleaner technologies, solid waste management, energy security and water conservation.	Practical understanding of resource efficiency and environmental responsibility.
Sustainable business analysis	ESG, sustainability management, reporting standards and strategic business environment.	Application of sustainability concepts to business planning, reporting and long-term value creation.

5. Academic Continuity

Sustainability learning is located within regular Semester I course structures rather than being limited to a standalone event. The curricular sequence supports repeated delivery, faculty-led teaching, student engagement and academic assessment. The undergraduate course establishes foundational environmental responsibility, while the MBA course advances learners toward strategic, stakeholder-sensitive and reporting-oriented sustainability capability.

5.1 Academic Documents Included

Annexure A: Business Environment and Sustainability (25MBA104) - MBA Course Syllabus

Annexure B: Environmental Science and Sustainability (VAC101) - Undergraduate Course Syllabus



Annexures: Approved Course Syllabi

Semester	Code	Business Environment and Sustainability	Credits	L-T-P	Hours	Marks
1 st	25MBA104		3	3-0-0	30 Hrs	150

Introduction

Teaching Business Environment and Sustainability to MBA students involves introducing them to the dynamic and interrelated factors shaping business operations and strategies. This course provides a comprehensive understanding of the macro and microeconomic environments, the role of global and local regulations, and the principles of sustainability management.

Objectives	To understand different Business Environmental concepts and their scope and its impact on economy of India. To equip the students with the conceptual clarity regarding sustainability practices undertaken by organizations and its relation to the costs.
Pre-requisites	A foundational understanding of business principles, economic theories, and environmental science, as well as familiarity with sustainability concepts and reporting standards.
Teaching Scheme	Regular classroom lectures with use of ICT as and when required, sessions are Planned to be interactive with more focus on real life examples.

Evaluation Scheme

Teacher Assessment				Written Assessment		Total
Assignment & Case Study	Weekly Assessment	Quiz	PIL	Mid term	End term	
10	10	05	05	20	100	150

Detailed Syllabus

Modules	Topics	Hours
Module– I	Overview of Business Environment: Characteristics of Business Environment, Macro and Micro Dimensions of Business Environment Environmental Analysis: PESTEL. Concept of Social Responsibility of Business towards Stakeholders. Demographic transition and Business Decisions in India	8 Hrs.
	Self-Study& Assignment: SWOT Analysis of Business	
	Case study and Activities	
Module– II	Global Environment: Concept of Globalization, Cross-Cultural Dilemmas and global business decision making, Role & Functions of WTO, Regional groupings and Trade Blocks.	6 Hrs.
	Self- Study & Assignment: Foreign Investment In India	
	Case Study and Activities	
Module– III	Concept of Sustainability and Sustainable Development. 5Ps of Sustainability (People, Planet, Profit, Peace and Prosperity). Brundt and Report and 17 Sustainable Development Goals (SDGs). Environmental, Social and Governance (ESG)and Sustainability. ESG and Sustainability Reporting.	6 Hrs.



Self-Study and Assignment: Wipro Sustainability Report FY 2022-23		
Case Study & Activities		
Referred Books		
Books	Name of the Books	Publisher
Text books	Business Environment by B.N Ghosh	Oxford University Press, 4 th Impression
	Business Environment: Text and Cases by Justin Paul	Mc GrawHill, 3 rd Edition
	Young T. Scott and Dhanda K. Kathy: <i>Sustainability: Essentials for Business</i> ,	Sage, London , 2012
	Sachs D. Jeffrey: <i>The Age of Sustainable Development</i> ,	Columbia University Press, 2015
Reference books	Rosy Joshi and Sangam Kapoor: Business Environment,	Kalyani Publications, 5 th edition, 2015
	Sustainability development goals report 2024 by UN	Development-Goals-Report-2024.pdf
Course Outcomes: At the end of the course the students will be able to:		
	Course Outcomes	Levels of Learning based on Bloom's Taxonomy
CO1	Define and describe the meaning, characteristics, and scope of the business environment, including macro and micro dimensions.	Level 1 (Remember)
CO2	Explain the concept of social responsibility of business towards stakeholders and analyze the impact of demonetization, political stability, and legal changes	Level 2 (Understand)
CO3	Identify and illustrate the nature and structure of the economy, economic policies, and planning, and evaluate the role of NITI Ayog in the economic environment.	Level 3 (Apply)
CO4	Understand and assess globalization, the functions of WTO, IBRD, and trade blocks, and examine the impact of organizations like BRICS, SAARC, and ASEAN	Level 4 (Analyze)
CO5	Define and discuss the triple bottom line approach and the need for sustainability management, including sustainability development goals and the UN Global Compact.	Level 5 (Evaluate)
CO6	Describe and analyze sustainability reporting standards and guidelines, including GRI, Dow Jones sustainability index, and integrated reporting, and evaluate standards such as AA-1000, ISO-26000, ISO-14001, OHSAS-18001, and SA-8000	Level 6 (Create)
Programme Outcome:		
PO 1	Apply knowledge of management theories and practices to solve business problems.	
PO 2	Foster Analytical and critical thinking abilities for data-based decision making.	



PO 3	Ability to develop value-based leadership ability.
PO 4	Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business.
PO 5	Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.
PO6 /PSO	Identify business opportunities, design and implement innovations in the work space (entrepreneurial skills).

CO-PO Matrix

CO / PO	PO1	PO2	PO3	PO4	PO5	PO6
CO1	3	2	1	3	2	1
CO2	2	3	2	2	2	1
CO3	2	2	2	3	3	1
CO4	3	2	2	2	2	3
CO5	2	3	3	3	2	1
CO6	2	2	3	3	3	3



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VAC 101- Environmental Science and Sustainability

Course description:

This course aims to familiarize students with fundamental environmental concepts and their relevance to business operations, preparing them to address forthcoming sustainability challenges. It is designed to equip students with the knowledge and skills needed to make decisions that account for environmental consequences, fostering environmentally sensitive and responsible future managers. The course content is divided into four comprehensive units. Unit 1 introduces basic environmental principles, the man-environment relationship, and sustainability issues. Unit 2 focuses on ecosystems, biodiversity, and sustainable practices. Unit 3 addresses environmental pollution, waste management, and sustainable development strategies. Finally, Unit 4 explores social issues, environmental legislation, and practical applications through hands-on fieldwork. Through this holistic approach, students will gain a deep understanding of environmental processes, the importance of sustainable practices, and their role in promoting sustainability within business contexts.

Course Objective(s):

1. This course aims to familiarize students with basic environmental concepts, their relevance to business operations, and forthcoming sustainability challenges.
2. This course will equip students to make decisions that consider environmental consequences.
3. This course will enable future business graduates to become environmentally sensitive and responsible managers.

Course Content:

Unit 1: Understanding Environment, Natural Resources, and Sustainability

Fundamental environmental concepts and their relevance to business operations; Components and segments of the environment, the man-environment relationship, and historical environmental movements. Concept of sustainability; Classification of natural resources, issues related to their overutilization, and strategies for their conservation. Sustainable practices in managing resources, including deforestation, water conservation, energy security, and food security issues. The conservation and equitable use of resources, considering both intergenerational and intergenerational equity, and the importance of public awareness and education.

Model

Unit 2: Ecosystems, Biodiversity, and Sustainable Practices

Various natural ecosystems, learning about their structure, functions, and ecological characteristics. The importance of biodiversity, the threats it faces, and the methods used for its conservation. Ecosystem resilience, homeostasis, and carrying capacity, emphasizing the need for sustainable ecosystem management. Strategies for in situ and ex situ conservation, nature reserves, and the significance of India as a mega diverse nation.

Unit 3: Environmental Pollution, Waste Management, and Sustainable Development

Various types of environmental pollution, including air, water, noise, soil, and marine pollution, and their impacts on businesses and communities. Causes of pollution, such as



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global climate change, ozone layer depletion, the greenhouse effect, and acid rain, with a particular focus on pollution episodes in India. Importance of adopting cleaner technologies; Solid waste management; Natural and man-made disasters, their management, and the role of businesses in mitigating disaster impacts.

Unit 4: Social Issues, Legislation, and Practical Applications

Dynamic interactions between society and the environment, with a focus on sustainable development and environmental ethics. Role of businesses in achieving sustainable development goals and promoting responsible consumption. Overview of key environmental legislation and the judiciary's role in environmental protection, including the Water (Prevention and Control of Pollution) Act of 1974, the Environment (Protection) Act of 1986, and the Air (Prevention and Control of Pollution) Act of 1981. Environmental justice, environmental refugees, and the resettlement and rehabilitation of affected populations; Ecological economics, human population growth, and demographic changes in India.

Readings:

Text Books (Latest Editions):

- Poonia, M.P. *Environmental Studies*, Khanna Book Publishing Co.
- Bharucha, E. *Textbook of Environmental Studies*, Orient Blackswan Private Ltd.
- Dave, D., & Katewa, S. S. *Text Book of Environmental Studies*. Cengage Learning India Pvt Ltd.
- Rajagopalan, R. *Environmental studies: from crisis to cure*, Oxford University Press.

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- Miller, G.T. & Spoolman S. *Living in the Environment*. Cengage.
- Basu, M., & Xavier Savarimuthu, S. J. *Fundamentals of environmental studies*. Cambridge University Press.
- Roy, M. G. *Sustainable Development: Environment, Energy and Water Resources*. Ane Books.
- Pritwani, KS. *ustainability of business in the context of environmental management*. CRC Press.
- Wright, R.T. & Boorse, D.F. *Environmental Science: Toward A Sustainable Future* (13th ed.). Pearson.