

As Per NEP 2020

RASHTRASANT TUKDOJI MAHARAJ UNIVERSITY, NAGPUR

Title of the program

- A-** P.G. Diploma in Human Capital Management and Employee Relations
- B-** Master of Human Capital Management and Employee Relations

Syllabus for Semester – Sem I & II

Ref: GR dated 16th May, 2023 for Credit Structure of PG

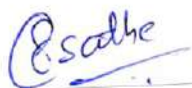
(With effect from the academic year 2023-24)

RASHTRASANT TUKDOJI MAHARAJ UNIVERSITY, NAGPUR

(As per NEP 2020)

Sr. No.	Heading	Particulars	
1	Title of program O: _____ A	A	P.G. Diploma in Human Capital Management and Employee Relations
	O: _____ B	B	Master of Human Capital Management and Employee Relations)
2	O: _____ A Eligibility	A	Graduate of any faculty of any recognized university.
	O: _____ B Eligibility	B	Graduate of any faculty of any recognized university.
3	R: _____ Duration of program	A	1 year
		B	2 years
4	R: _____ Intake Capacity	40	
5	R: _____ Scheme of Examination	NEP 50% Internal 50% External, Semester End Examination Individual Passing in Internal and External Examination	
6	R: _____ Standards of Passing	50%	
7	Semesters	A	Sem I & II
		B	Sem I, II, III & IV
8	Program Academic Level	A	6.0
		B	6.0 & 6.5
9	Pattern	Semester	
10	Status	New	
11	To be implemented from Academic Year	From Academic Year: 2023-24	

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Preamble

Introduction

The **Master of Human Capital Management and Employee Relations** course is designed to develop professionally competent manpower, fully equipped to build organizational prosperity with the values of honesty, justice and fairness. With evolution of the domain of 'Human' contribution to organizational prosperity, this domain is now being seen from a lens beyond just a resource. Capital generates value hence organizations are striving to create value addition through enhancing the potential of Human element of the organization.

Aims & Objectives

Human Capital possess skills and competencies which collectively aggregate to what is known as Organizational Capability. In order to enhance this capability, the Human Capital Adequacy needs to be constantly upgraded. Hence, potential measurement and deployment to commensurate the need of the organization has to be constantly reviewed. As a consequence, continuous inputs are required to augment the contribution of Human element.

Learning Outcomes

1. Understanding the dimensions of Human Capital and the need to augment it
2. Understanding the needs of the organization and matching it with skills and competencies of Human Capital available
3. Measuring the gap between the need of the Organization vis a vis availability of Human Potential and deploying Human/Process interventions to build on Process Capability.
4. To develop the trained manpower on professional basis through education for maintaining industrial peace, productivity and ensure human capital management.
5. To enable students to become responsible future leaders in the diverse industry domain.

Any other point

Alike capital investment in technology, Human Capital requires investment to make it contemporary. It is an intangible asset, but creates value through throughput management. The skill to create a product or service is what Human Capital contributes.

Employee Relations

The journey from Industrial Relations to Employee Relations comes out of India taking to Liberalization & Globalization route post 1991. The era of command and control was over and Indian products and services were thrown open to domestic and international competition. This resulted in giving a superior customer experience and price competitiveness.

The old regime of cost plus model was replaced by offering a value add to customer. Adversarial model had to be replaced by partnership. Hence democratization of workplace and employee participation had to be taken to the next level.

The development initiatives for white collar employees are now expected by the blue collar employee force. In a sense employees wanted organizations to be agnostic to hierarchy when it came to training, development inputs, offering opportunities for higher responsibilities etc. It's both, a necessity and expectation of not only thought leadership but also thought partnership in organizational matters.

Egalitarian approach to people process has replaced the tactical posturing. Invitation to contribute for Organizational prosperity that will have its trickle effect at all levels of hierarchy is what needs to be experienced by blue collar employees, they cannot be excluded. The symbolic identity of White collar and Blue collar is on the decline and will soon be of the past.



Appendix B**Justification for Master of Human Capital Management and Employee Relations**

1.	Necessity for starting the Revised course:	As per industry requirement the nomenclature of the course Master of Labour Studies (MLS) are being renamed as Master of Human Capital Management & Employee Relations)
2.	Whether the UGC has recommended the course:	UGC recommended Master Degree
3.	Whether all the courses have commenced from the academic year 2023-24	Yes
4.	The courses started by the University are self-financed, whether adequate number of eligible permanent faculties are available?	N M Lokhande Maharashtra Institute of Labour Studies is a State Government Institute. The course is conducting with the support of permanent faculties and visiting faculties.
5.	To give details regarding the duration of the Course and is it possible to compress the course?	Duration for PG diploma – 1 year Duration for Master Degree - 2 years
6.	The intake capacity of each course and no. of admissions given in the current academic year:	Intake Capacity 40
7.	Opportunities of Employability / Employment available after undertaking these courses:	Opportunities of employment available in Private Sector (specially in HR, ER, Welfare Department) and Public Sector.



Credit Structure for One year PG Diploma/ Two years Master of Human Capital Management & Employee Relations (Sem. I, II, III & IV)

परिशिष्ट-1

Year (2 Yr PG)	Level	Sem. (2 Yr)	Major		RM	OJT / FP	RP	Cum. Cr.	Degree
			Mandatory *	Electives Any one					
I	6.0	Sem I	Course 1 -Labour Economics- Credits 4 Course 2 -Business Management Science - Credits 4 Course 3 -Labour Legislation-I-Credits 4 Course 4 - Field Work- I -Credits 2	Credits 4 Course 1 Industrial Economics OR Course 2 Managerial Economics	Research Methodology-- 4			22	PG Diploma (after 3 Year Degree)
		Sem II	Course 1- Human Capital Management- I- Credits 4 Course 2- Labour Legislation- II-Credits 4 Course 3- Industrial Psychology-Credits 4 Course 4 - Industrial Sociology-Credits 2	Credits 4 Course 1 Employee Wellbeing OR Course 2 Trade Union Movement		Field Work-II(OJT/FP) ---4		22	
Cumulative Credits for PG Diploma in Human Capital Management and Employee Relations			28	8	4	4	-	44	
Exit option: PG Diploma (44 Credits) after Three Year UG Degree									

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II	6.5	Sem III	Course 1-Employee Relations- I, Credits 4 Course 2- Human Capital Management- II Credits 4 Course 3- Organizational Behavior, Credits 4 Course 4 Labour Legislation- III, Credits 2	Credits 4 Course 1 Business Orientation OR Course 2- Corporate Social Responsibility			Field Work- III (RP) 4	22	PG Degree After 3- Yr UG
		Sem IV	Course 1- Employee Relations- II, Credits 4 Course 2- Labour Legislation- IV, Credits 4 Course 3- Business Excellence, Credits 4	Credits 4 Course 1 Business Ethics OR Course 2- Corporate Governance			Field Work- IV (RP) 6	22	
		Cum. Cr. for 1 Yr. P.G. Degree	26	8			10	44	
		Cum. Cr. for 2 Yr. PG Degree	54	16	4	4	10	88	

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SEMESTER- I

Course No.- 1	Course Title- Labour Economics
Type : Major Mandatory	Course Credits : 4
Marks : Semester End: 50, Internal Assessment: 50, Total Marks: 100	

Description: Labour economics studies the impact of labour market and policies on the working life of workers. The Subject will cover the Nature, Scope and Development of Labour Economics, Macro and Micro-economic aspects of Labour Market, Employment, Unemployment, Social Security, Wage Structure, Wage Policy, Labour Policy and Perspective. It examines how labour markets operate, the determinants of labour supply and demand and the effect of various labour market policies on employment, wages and working conditions. The Subject will cover the Impact of New technology on Labour Sector, Current Challenges and Perspectives. The study of labour economics provides insight into important issues including income inequality, unemployment, poverty and regional imbalance in development.

Learning Objectives:

1. To study the basics of Labour Economics and to enrich the knowledge and understanding about the subject.
2. To understand the functions and dynamics of labour market by learning the concept of wage analysis, employment/ unemployment issues and labour problems in India.
3. To understand the significance of labour productivity, impact of new technology and current challenges and perspective in 21st century.

Learning Outcomes.

1. Students will be developed a Critical Understanding Regarding Dynamics of Labour Market and its Implications.
2. Students are able to understand how the Wage theories are useful in Developing the Wage System and Wage Policy in the Country like India.
3. Students are able to understand the Importance of Social Security and Perspective in 21st Century to Maintain the Labour Relations in Public and Private Sector.

Introduction to Labour Economics

Meaning and Nature of Labour Economics; Scope and Development of Labour Economics; Labour Force, work force composition and its trends; Socio-economic conditions of working class; Approaches to Labour Economics.

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Labour Market.

Demand for Labour and Supply of Labour and Factors affecting them; Labour Market Equilibrium Labour Market process and Institutionalization; Migration- Interstate and overseas, e. Horizontal and Upward labour mobility, Issues and consequences; Labour Market for women workers; New Technology and its impact on Labour Market. Labour Market and skill development; Recent Trends in Labour Market.

Employment and Unemployment.

Theories of Employment. Employment pattern in India; Formal and Informal Employment Analysis; Unemployment and Under Employment, Types of unemployment, Extent of Unemployment and Changing Pattern of Unemployment; Dimensions of Unemployment problem in India; Employment Policy and Employment, Generation Schemes in India.

Labour in Economic Development.

Labour –underutilization and poverty in the developing countries; Status of Labour in India. Employment in Public & Private Sector; Employment Trends in the Industrialized Market Economies; Skill Development in India. Investment in Human Capital.

Wage Structure & Wage Policy

Basic concepts of Wages; Components of Wage structure. Theories of Wages; Wage Differentials in India. Principles of wage determination; Development of a wage system; Issues in wage policy; Wage- Employment- Income and price movement; Wage policy for a developing Economy.

Social Security

Concept, Methods and Scope of Social Security; ILO and Social Security; Social Security Measures in India; Integrated Social Security System; Social Security Policy and Administration- Problems and Solutions; Social Security Perspective in 21st Century.

Labour Productivity

Concept and measurement of Labour Productivity; Critical significance of Labour Productivity; ILO-Labour standards and Labour Productivity; Employment and Labour Productivity; Sharing Gains of Labour Productivity.

Labour Problems, perspective and Policy.

Labour Problems in India. Absenteeism and Labour Turnover; Problems of Women Employees; Problems of Unemployment; Educated Youth, Child Labour, Contract Labour, Bonded Labour; New Technology and Labour – its Implications on Employment and Training; Labour in Co-operatives. Labour in Public and Private Sector; Labour Policy in India; Five Year Plan and Labour Policy; Labour Perspective in 21st Century; Compilation of Consumer Price Index (CPI): Steps to measure the CPI, uses of CPI.

Pradeep *MK* *Pradeep*

References :

Text Books		
Author	Title	Publication
Dr. Bhagoliwal T.N.,	Economics of Labour and Industrial Relations,	Sahitya Bhawan Publications (2007)
Dr. Kadukar P.M.,	Fundamentals of Labour Economics	Himalaya Publications (2021)
Singh J. kumar	Labour economics	Deep and Deep Publications , New Delhi, (1998)
Reference Books-		
King. J.E.	Reading in labour Economics	Oxford University Press New York (1980)
Lal M.K.	Modern Labour Economics,	ABD Publisher (2013)
Reddy. Jayaprakash, R.,	Economics of Labour	APH publishing Corporation (2004)
Reynolds, Loyd G. & Others	Labour Economics and Labour Relations,	Prentice- Hall, Inc (1982)



SEMESTER- I

Course No.- 2	Course Title- Business Management Science
Type : Major Mandatory	Course Credits : 4
Marks : Semester End: 50, Internal Assessment: 50, Total Marks: 100	

Description: The management science subject has widened its scope due to dynamics of new types of Businesses and importance of business strategy and logic. Hence it is necessary to understand the core principles and functions of management in business context. The refined subject covers the business basics, financial and marketing aspects of business and related MIS. The subject also deals with basic management concepts, schools of thoughts on management, systems of management and Organisation structure. It clearly emphasize upon changing role of management leading to effective executive concept envisioned by Management Guru Peter Drucker.

Learning Objectives:

1. To study the fundamentals of management science in context of Business and to enrich the knowledge and understanding of this subject.
2. To understand the principles of management and learn the various functions to manage the resources like Manpower, money, material etc.
3. To learn application of management science in decision making process of business Organizations in order to achieve business results.

Learning Outcomes.

1. Students will develop a Critical Understanding regarding principles and functions of the management. This shall help them to understand the HRM, SHRM and Business Excellence subjects in second year of the course.
2. Students will be able to know, how the resources are managed by the managers in the Organisation to achieve the profitability and sustainability.
3. Students can learn and demonstrate role of effective executive in execution of management strategies across the Organisation.

Description: The management science subject has widened its scope due to dynamics of new types of Businesses and importance of business strategy and logic. Hence it is necessary to understand the core principles and functions of management in business context. The refined subject covers the business basics, financial and marketing aspects

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of business and related MIS. The subject also deals with basic management concepts, schools of thoughts on management, systems of management and Organisation structure. It clearly emphasize upon changing role of management leading to effective executive concept envisioned by Management Guru Peter Drucker.

Learning Objectives:

1. To study the fundamentals of management science in context of Business and to enrich the knowledge and understanding of this subject.
2. To understand the principles of management and learn the various functions to manage the resources like Manpower, money, material etc.
3. To learn application of management science in decision making process of business Organizations in order to achieve business results.

Learning Outcomes.

1. Students will develop a Critical Understanding regarding principles and functions of the management. This shall help them to understand the HRM, SHRM and Business Excellence subjects in second year of the course.
2. Students will be able to know, how the resources are managed by the managers in the Organisation to achieve the profitability and sustainability.
3. Students can learn and demonstrate role of effective executive in execution of management strategies across the Organisation.

Management Science

Concept, Nature and Significance of Management Science; Growth and Development of Modern Management; Managerial Revolution - Retrospect; Management under Industrialized Market Economy; Centrally Planned Economy and Mixed Economy.

Schools of thoughts on Management

Schools of Thought on Modern Management; Scientific Management Movement – Contribution of Taylor and Fayol; Integration Theory of Mary Follett; Elton Mayo and Human Relations School; Systems Approach to Management; Application of Behavioral Sciences to Management; Developing a Philosophy of Management; Management Ethics and Management Culture.

System of Management

Management by Institution; Management by Crisis; Management by Objective; Management by Integration and Self Control; Management by Results; Towards

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Integrative Management; Meaning of "Organization"; Types of Organisational Structures; Choice of Objectives and Structures; Division of tasks in the total function of management; Unity of Command, Span of Control and Feasible Linkage; Organization Chart - Organization of "Line" and "Staff"; "Grid" System in the Organisation; Authority, Responsibility and accountability; Informal organization and management structure.

Organisation structure of Management

Meaning of "Organization"; Types of Organisational Structures; Choice of Objectives and Structures; Division of tasks in the total function of management; Unity of Command, Span of Control and Feasible Linkage; Organization Chart - Organization of "Line" and "Staff"; "Grid" System in the Organisation; Authority, Responsibility and accountability; Informal organization and management structure.

Function and process of Management

Managerial function of Turning Resources into Results; Decision Making - It's Value System, Internal and External Constraints; Delegation of Authority; Communication and Public Relation; Motivation and Integration; Process of Management - Planning, Organizing, Staffing, Directing and Controlling; Managerial Practices in Private Sector; Public Sector and Co-operative Sector; Management of Medium and Small Enterprises;

Changing World of the Executive

From Professional Management to Leadership Management; Personality of a high performing manager; Motivation, incentives and training aspects; Emergence of Entrepreneurial Manager.

Basics of Business

Basics of Business, Business as a legal entity, Business purpose, vision, mission, SWOT analysis Corporate Management Structure; Formation of Company; Share-holder value creation; 21 st century Business perspective.

Basics of Marketing & Branding

What is a market place; 5 Ps of Marketing; Market Research, Segmentation; Brand Building & Communication; Marketing Excellence; consumer Insights; Brand Insights, Vision vs Reality, Integrated Brand, Brand Strategy, Communicating Employer Brand.

Financial Management

Accounting System; Budgeting and Costs; Understanding of P&L; Understanding Financial statements and tools; Role of CFO, Finance Controller.

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Business MIS

Key Performance Indicators for Business pertaining to: Leadership focus; Strategic Focus; Customer Focus; Information Technology focus; HR Focus; Operations and HR Processes; Financial Results

References:

Text Books		
Author	Subject	Publication
Rao V. S. P.	"Management Theory and Practice"	
Agarwala Vira Dharma	Management - Principles, Practice and Techniques	Deep and Deep Publications, New Delhi, 1984
Armstrong, Michael	Hand Book of Management Techniques	Kogan Page Limited, London, 1986
Chandan, J S	Management : Theory and practice	Vikas Publishing House Pvt. Ltd. New Delhi, 1987
Koontz, Harold	Management	Mcgraw-Hill International, London, 1984
TURBAN AND MEREDITH	Fundamentals of Management Science	Business Publications, new york, 1977
Reference Books		
Hegde Y. S.	In pursuit of excellence	shri Sudhindra Publishing house Bangalore 1989
Young Arthur	The Manager's Handbook- The practical guide to successful Management	Sphere reference, london 1986
Peter Drucker	The effective Executive	Heineman, London 1969
Emery, James C	Management Information System	Oxford University Press, New York, 1987
Kotler, Phillip	Marketing Management	

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SEMESTER- I

Course No.- 3	Course Title- Labour Legislation-I
Type : Major Mandatory	Course Credits : 4
Marks : Semester End: 50, Internal Assessment: 50, Total Marks: 100	

Description: Labour Legislation covers all the normative legislative acts along with the acts covering the wage and social security provisions. It also gives the detailed understanding of labour administration system which monitors the implementation of the acts in the industry.

Learning Objectives:

1. To enable students to understand the Nature & Scope of Labour Legislation, Principles of Natural Justice and Industrial Jurisprudence along with the preamble, definitions and provisions under various Labour Laws.
2. All acts are to be studied with reference to their rules regulations and notifications etc. case law desirable may be cited

Learning Outcomes.

1. Students will develop a Critical Understanding of labour laws which in turn will help them to apply for giving justice to labour.
2. Students will be able to understand the governing legislative administration system for resolving the labour –management disputes.
3. Students will also understand the Importance of Social Security acts and wage related provisions so that they can safeguard Organisation from any liability or noncompliance issues.

Labour Legislation

Nature, Scope, Character of labour Legislation; Growth and Development of Labour Legislation in India; Labour Legislation and the Constitution of India; ILO and Labour Legislation in India, Principles of Labour Legislation; Development of Industrial Jurisprudence - Foundation of Industrial Law in India; Labour Legislation and Social Justice.

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Normative Labour Legislations

The Factories Act 1948,

The Contract Labour (Regulation & Abolition) Act 1971,

The Maharashtra Shops and Establishment Act, 2017.

Wage Legislation

The Payment of Wages Act, 1936,

The Payment of Bonus Act, 1965,

The Minimum Wages Act, 1948.

Social Security Legislation

The Employees State Insurance Act, 1948,

Employees Provident Fund and Miscellaneous Provisions Act, 1952,

The Trade Unions Act, 1926,

The Payment of Gratuity Act, 1926.

New Labour Codes pertaining to wages IR, Social Security and OSH and Working Conditions.

References:

Text Books		
Author	Title	Publication
	The Factories Act, 1948 ; The Maharashtra Shops and Establishment Act, 1971 The Contract Labour Act, 1971; The Minimum Wages Act, 1948; The payment of wages Act, 1936; The Payment of Bonus Act, 1965; The Employee's state Insurance Act, 1948; · The Employee's Provident Fund Act, 1952 and Family Pension Scheme 1971; Trade Union Act 1926; The Payment of Gratuity Act, 1926.	Labour Law Agency , 1989
Justice Mallick	Labour and Industrial Law Manual	Professional Book Publishers, 2023

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Reference Books		
Author	Title	Publication
Mathrubutham, R.	Factories & Labour Manual, Vol .1	Wadhva & Co. Agra (5 th Ed.), 1979.
Mathrubutham, R.	Factories & Labour Manual, Vol .2	Wadhva & Co. Agra (5 th Ed.), 1980.
Mathrubutham, R. & Shrinivvasan, R.	Factories & Labour Manual, Vol.3	Wadhva & Co. Agra (5 th Ed.), 1982.

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SEMESTER- I

Course No.- 4	Course Title- Field Work- I
Type : Major Mandatory	Course Credits : 2
Total Marks: 50	

Description: The field Work exposure provides opportunity for real world life experience to the students regarding theories and practices learnt in classroom. The course includes observation visits to different industrial sector organizations. Also visits to Civic Administration Office/s, Employee State Insurance Corporation.

Learning Objectives:

- 1) To give students the practical exposure of different industrial sector organizations to understand its core business, structure and functioning of various departments with specific reference to functioning of Employee Relations and Human Resource development/ Human Capital Management functions.
- 2) To help the students to understand the functioning of Civic administration and Employees State Insurance Corporation (ESIC).

Learning Outcomes:

- 1) Students develop skills to integrate Theory and Practical applications of various subjects learnt.
- 2) Students appreciate the working of Employee Relations, Personnel, Welfare and Human Resource Development/ Human Capital Management functions.
- 3) Students understand the importance of Labour Laws applicable to establishments and industrial organizations.

Observation Visits (Any Three)

Engineering Concerns such, as Heavy Light Machine Manufacturing, Electrical, Foundry and Transport Workshop (Rail, Road, Air and the like, concerns like Chemical engineering, Petroleum, Fertilizer, Plastic, Pharmaceutical and Food stuff, Printing Press and Docks. Electronics, Food Processing, Paints and Colour Industries. At least Two Training and Professional institutions, such as Central Labour Institute, National Safety Council.

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One Week Placement (Five day's Duration) in Civic Administration.


Placement of Five day's Duration in Civic Administration with reference to MCGM.

ESIC Placement

ESIC Placement of One day in Regional Office and two days in local office.

References :

Author	Title	Publication
McCaujhan, Nano	Group Work: Learning and Practice	George Allen and Unwin, 1978
Mhetras, V G	Understanding Social Casework - a Study in perspective	Manaktalas, Mumbai - 1966
Friedlander Walter A.	Concepts and Methods of Social Work	Prentice-Hall of India Pvt. Ltd New Delhi, (1977)



SEMESTER- I

Course No.- 1	Course Title – Industrial Economics
Type : Major Elective	Course Credit : 4
Marks: Semester End : 50, Internal Assessment : 50, Total Marks : 100	

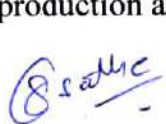

Description: Industrial economics studies Nature, Scope and importance of the subject. It helps to understand economics of Industries to students, policy makers, and management enterprises. How to deal problem of Micro and Macroeconomics arised in the global economy. How industrial process is working since independence and what are the issued before growth, development and challenges. How Industrial financial institutions helped in industrial development during 5 year plans and policy initiatives. Thereby Government to change the industrial policy accordingly, what changes took place after the new industrial policy of 1991.

Learning Objectives:

1. To study the Economics of different Industries, understand their growth and development, Industrial Finance, and their contribution towards the Indian Economy.
2. To enable the students to understand the history and current Policies, processes and practices pertaining to the Industrialization in India.
3. To understand problems of industrialization like industrial sickness, shifting of industries, implications of introduction of new technology and constraints in the present global changing environment.

Learning Outcomes:

- 1) Students got an opportunity to understand problems all types of industries, and how to deal problems for the proper solutions.
- 2) Students through theoretical knowledge learn different characteristics of different industries and Government Policies for becoming industry competitive.
- 3) Students got an opportunity to understand problem of industries like modernization, innovation, industrial sickness, global competition relating to cost of production and provides appropriate measures to the problems.

Industrial Economics

Concept, Nature and Scope; Development of Capitalism; Forms of Enterprise; Organisation and Structure of Industries; Ownership and Control; Size of Firm and its Theories, Concept and Factors of Industrial Development Index (IDI).

Industrial Growth and Development

Growth and Development of Industry in India; Nature and Types of Industries, Role of Various types of Industries Challenges of Industrial Development and Role of Government; Growth and Development of Service Sector Industry in India Small Scale Industries and Rural Industrialization; Industrial Development of India- Role of Non-Residential Indians (NRI's) SEZ; Industrial Development of India-- Role of Young Entrepreneurs & Startups; Foreign Direct Investments and Industrial Development.

Industrial Finance

Capital Structure of Companies; Organisation and Functioning of Stock Exchange; Commercial Banks and Financial Institutions; Role of Specialised Financial Institutions; Indian Industrial development and Foreign Direct Investment (FDI); Self-Financing, Capital Structure of Companies, IMF, IBRD (World Bank) W.T.O. & its Implications; F.T.A. (Free Trade Agreement) Loan giving banks.

Industrial Policy and Programmes

Industrial Policies in India; Industrial Licensing; Industries and Taxation; Aid to Private Sector, Public sector; Export Promotion and Import Substitution Plans; Industrial Profits and their Regulation; Company Legislation; Social Responsibility of Industry; Monopoly restrictive trade practices, Niti Aayog.

Industrial Development: Innovation and Environment

Innovation, Concept and Role; Innovation Missions and Councils; Environment and Industrial Development; Conflict, India's Environmental Resources and Problems; National Environmental Policy; (NEP 2006) Comprehensive Environmental Pollution Index (CEPI) for Industrial Clusters; Technology and Industrial Development.

Industrial Location

Concept, Factors Influencing on Industrial Location; Theory of Industrial Location- Weber & Sargent Florence Shifting of Industries – Implication for Location of Industry; Regional imbalance – policy Initiatives for Balanced Regional Growth. Industrial

Development of Backward and Underdeveloped Regions; Towards Agro-Industrial Development; Industrial Growth-Future Strategy.

Industrialization-Problems and Perspectives

Industrial Sickness and Exit Policy; Problems of various industries; New Technology and Industrialization. IT and ITES industries.

References :

Author	Title	Publication
Barthwal R. R	Industrial Economics-An introductory text book	Wiley Eastern Ltd. Mumbai, 1984
Desai SSM, Bhalerao N	Industrial Economy of India	Himalaya Publishing House 2002
Cherunilam, Francis	Industrial Economics-Indian Perspective	Himalaya Publishing House 1989
Dutta Ruddar Sundharam K. P. M.	Indian Economy	S Chand and Company Ltd. New Delhi
M. C. Vaish Sudama Singh	International Economics	Oxford & IBH Publishing Company, New Delhi. 1993.

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SEMESTER- I

Course No.- 2	Course Title – Managerial Economics
Type : Major Elective	Course Credit : 4
Marks: Semester End : 50, Internal Assessment : 50, Total Marks : 100	

Description: Managerial Economics studies Nature, Scope and Development of Business Environment and Business Objectives. Fundamental Concepts; Micro and Macro Economic theories; Demand and Supply Analysis and Demand Estimation. How Market Structure is functioning and Production theories. How to calculate cost of product and how to decide the price of product. To understand decision making process for solving managerial problems and perspectives. How prices are determined under competition, its method, practices and problems.

Managerial Problems and Perspective.

Learning Objectives:

1. To enable students to understand nature, scope and development of economics, business environment and business objectives how demand and supply analysis is carried out in industries.
2. Study of Managerial Economics to understand the decision making process when it comes to Managing the Organisation's economics, including Business and Market structure.
3. Students are supposed to understand cost of product and how to make organisation more profit maximization and how prices are determined in the competitive environment, its practices and problems.

Learning Outcomes:

- 1) Managerial economics studies Nature, Scope and Development pertaining to market structure and theories of production. How cost analysis is carried out to determine cost and rate of output. How decision making process is working in industry, Managerial problem related to entrepreneurs and allocation of resources for profit maximization.
- 2) Students tried to understand cost of Products and determine price of the product for the profit maximization of Industries.

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- 3) In management to understand allocation of resources for economic growth of enterprise. Changing government policies properly studied and changes are incorporated in policies.

Managerial economics

Nature, Scope and Development of Managerial Economic; Business Environment and Business Objectives, Organizational Goals, location and the Scale of Economy; Fundamental Concepts; Micro and Macro Economic Theories; Demand and Supply Analysis- Demand Estimation, Elasticity, Fluctuations and Forecasting; Psycho-Social and Cultural Influences on Demand.

Market Structure

Concept of various Competition in Market; Pricing under various Competition. Role of Competition Commission of India.

Production Theory

Theories of Production, Concepts of Cost; Short-Term and Long-Term Cost Analysis.

Cost Analysis

Marginal Average and Opportunity, Cost-Determination, Behavior, Cost and Rate of output, Cost of Multiple Products, Short-Term and Long-Term cost Analysis.

Pricing

Pricing under Competition, Monopoly and Nationalization, Capital Budgeting, Investment Ranking, Forecasting and Evaluation, Profits-measuring, Measurement, Optimization and Forecasting Prices-Methods, Practices and Problems.

Managerial Problems and Perspective

Managerial Problems with Special Reference to Allocation of Resources, Decisions and pricing Policies; Managerial perspective for Economic growth, Government Policy and Development of Managerial Perspective; Comparative Industrial Management Practices in developed Countries.

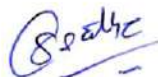
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References :

Author	Title	Publication
Baye , Michael	Managerial Economics and Business Strategy	--
Damodaran Suma	Managerial Economics	Oxford University Press, New Delhi 2006
David Kreps	Game Theory and Economic Modeling,	Oxford University Press
Dholakia Ravindra H, OzaAjay N	Microeconomics for Management Students	Oxford University Press, New Delhi 1996
K. K. Dewett	Modern Economic Theory	S. Chand and Company, New Delhi 2005
Morgan Housel	The Psychology of Money	
Salvatore Dominick, Srivastava, Ravikesh	Managerial Economics - Principles and worldwide applications	Oxford University Press, New Delhi 2012
Varshney R. L.; Maheshwari K. L.	Managerial Economics	Sultan Chand and Company Ltd. New Delhi, 2014.



SEMESTER- I

Course No.-	Course Title- Research Methodology
Type : Major Mandatory	Course Credits : 4
Marks : Semester End: 50, Internal Assessment: 50, Total Marks: 100	

Description: Research Methodology subject provides an understanding of research methodology, process, ethics in research and research approaches applied to problems of business environment. The knowledge of social research methodologies includes both Quantitative and Qualitative designs to organize and conduct research in a scientific way. The subject also covers report writing in detail. Furthermore, it gives an overview of descriptive and inferential statistics and its use in solving research problem. It deals with scientific methodology for applied research and the use of statistics for hypothesis testing.

Learning Objectives:

- 1) To study the basic concepts in research and nature of scientific method in social research.
- 2) To enable the students to understand the basic framework of research process, research methodology and develop the skill of report writing.
- 3) To learn statistical tools and its applications in business research.

Learning Outcomes:

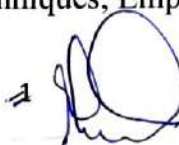
- 1) Students are able to explain quantitative and qualitative research techniques which will be applicable while carrying out research project.
- 2) Students develop data analysis skills and meaningful interpretation of the data sets so as to solve the Research problem.
- 3) Students apply knowledge of research methods and statistics to solve real life business problems.

Labour Research

Research- Meaning Definition, Objectives, Importance and Utility; Ethics in Research; Labour Research & Social Research – its Significance; Application of Labour Research.

Research Methodology & Research Methods

Scientific approach to Social and Labour Research- Difficulties and Limitations; Interdisciplinary Approach to Labour and Social Research; Research Process; Research Methodology; Research Design ; Research Methods applicable in Labour Studies; Survey Methods, Types of Surveys; Sampling Techniques; Empirical Research.



Methods of Data collection

Primary sources and Secondary Sources; Observation, Questionnaire and Interview Schedules, Interviews, Experiments, Focused Group Discussion; Simulation and its use in Data Collection.

Measurement and Scaling, Analysis and Processing of Data

Measurement and Scaling; Editing, Coding and Tabulation of Data; Quantitative and Qualitative Analysis: Interpretation and Presentation of data.

Drafting of Report

Scheme of Report, Chapters and Contents, Footnotes, Annexure, Appendix, Bibliography, Index etc.

Statistical Methods

Measures of Central Tendency and Dispersion; Graphic Presentation of Data; Testing of Hypothesis; Correlation, Measure of Significance Tests for Ranked Data and Regression analysis; Statistical Inference and Association; Multi Variate Analysis; Application of Statistical Methods to Social Science Research.

Labour Statistics & Labour Research

Statistics Relating to Labour, employment and Industry; Cost- Benefit Analysis; Labour Research Agencies: National & International; Consumer Price Index numbers - Theory, Practice, Policy and implementation- Implications for labour.

References

Text Books		
Author	Title	Publication
C R Kothari & Gaurav Garg,	Research methodology, Methods and Techniques,	New age international Pvt ltd. Publisher, New Delhi. (2014)
Roger Bougie and Uma Sekaran,	Research Methodology for Business	Eighth Edition ,Wiley India Pvt.Ltd, New Delhi, (2021)
Ranjit Kumar,	Research Methodology - a step by step guide for beginners,	Sage publications India Pvt. Ltd., New Delhi (2011).

Reference Books		
Author	Title	Publication
YOUNG, Pauline V.,	Scientific Social Surveys and	Prentice-Hall of India Pvt. Ltd., New Delhi, 1973.

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	Research	
Dr. Prabhat Pandey, Dr. Meenu Mishra Pandey.	Research Methodology: Tools & Techniques	Birdge Centre, Buzau Al Marghiloman, Romania,(2015)
Ghosh B N.	Scientific Method and Social Research	Sterling Publishers Pvt. Ltd, New Delhi, 1982.
Arunangshu Giri and Debasish Baiswas	Research Methodology for Social Sciences.	Sage Publications India Pvt. Ltd., New Delhi.
Sarantakos Sotiries	Social Research	Palgrave Macmillan, New York (2005)

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SEMESTER- II

Course No.- 1	Course Title- Human Capital Management I
Type : Major Mandatory	Course Credits : 4
Marks : Semester End: 50, Internal Assessment: 50, Total Marks: 100	

Description:

Human Capital management is the planned approach for nurturing, supporting employees and ensuring a positive workplace environment. The aspects of recruitment, compensation and benefits, performance evaluation, Learning and development, Manpower Planning, Job analysis and evaluation and Human Resource Development are covered. The Human Capital consist of the individuals capabilities, knowledge, skills and experience of the companies employees and managers as they are relevant to the task at hand, as well as the capacity to add this reservoir of knowledge, skills and experience through individual learning.

Learning Objectives:

1. To enable the students to understand various perspectives of Human Capital Management, its functions and the processes associated with it.
2. To study in detail the manpower planning, job evaluation, recruitment and selection, wage and salary administration.
3. To equip students with knowledge and skills necessary to effectively manage the organization's Human Capital and contribute to its success.

Learning Outcome:

1. The students will be able to develop effective Human Capital policies and practices aligning with organization's strategy and culture.
2. The students will be able to design systems of recruitment and selection, wage and salary administration, training and development, Performance evaluation and employee engagement.
3. The students will learn aspects of Human Capital Management with reference to organizational goals and organizations prosperity.

Human Capital Management

Genesis and definition of Human Capital Management; Concepts of intellectual, social and structural capital. Human Capital and at the individual level and the organizational level.

Organizational Design & Effectiveness

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Determinants of organizational structure; Strategy, Size, Life cycle, Environment, Technology; Culture;

Manpower Planning

Personnel Policy; Manpower Budget; Job Analysis and Job Evaluation; Organization Structure-Types: Preparing Organization Structure; Recruitment Policies; Recruitment Methods; On boarding, Induction; Policy on outsourcing,

Job Analysis and Job Evaluation

Purpose, responsibilities, constraints and criteria of job analysis; Job Analysis & job evaluation – methods of job evaluation; Use of job analysis and value of job evaluation.

Recruitment and Selection

Recruitment and sources of recruitment agencies; National Employment Services-employment bureau; Advertising and job specification; Selection process-methods, techniques and procedures; Interviewing- Types and process of various interview techniques; Personnel and Psychometric testing, On-Boarding; Merit rating, appraisal, records placement; induction & On-boarding; conditions of employment and service rules.

Wage Salary Administration

Components of Compensation and Benefits; Cost to Company (CTC); Tax Friendly Salary Structure; Salary Benchmarking- bonus, Fringe Benefits, Retirement plans; Profit Sharing plans and Pay for performance; Labour Welfare Fund; Payroll Management including Statutory compliance -PF, ESIC, Payment of Wages Act, Superannuation, Gratuity and tax implications of various components of salary & wages.

Personnel Administration

Creating & Maintaining Digital Personnel Records; Essential contents of various Personnel Letters (offer, appointment, confirmation, warning, Termination etc.) Legality of Record Maintenance and up-dating follow up action, Checking Storing and Handling of Personnel Records; Welfare Administration, Canteen--Management,

Training and Development

Concept; Training Need Assessment; Methods of Training; Learning Theories; Linkage with appraisal, career planning, succession planning.

Appraisal and Evaluation

Concept, Comparative Analysis of Methods of Performance Appraisal; Output of Performance Appraisal; High Potential Management through Performance Development



Plan; Managing Poor Performers through Performance Improvement Plan (PIP); Talent Mobility - Organisation Level, Within India and International Talent Movement; Training Needs; Reconciling Difference of Opinion in PMS Performance Management System;

Human Capital Management Perspective.

Human Capital Management and Productivity Perspective; Impact of Changing Environment.

Role of Human Resource Information System (HRIS)

HRIS in data management, personnel record maintenance, compliance, MIS and payroll management .Challenges of HCMS (Human Capital Management System): 21st Century challenges.

Compensation / Remuneration in context of Reward Strategy

Understanding Elements of Compensation Structure; Fixed Cash Benefits; Retiree and Social Security, Variable Pay / Incentives / Stock Options; Articulating and understanding business context for reward strategies; Elements of Reward Strategy, Understanding Reward Management; Articulating and understanding business context for reward strategies; Elements of Reward Strategy, Understanding Reward Management; Compensation Survey; Converting Remuneration Survey results into a Salary Proposal (Project).

Employee Engagement

Meaning and Processes of Employee Engagement; Factors Affecting Employee Engagement; Ways and means to improve Employee Engagement.

Managing Human Capital and Performance

Human Capital and Performance; Measurement of Human Capital; Human Capital and Micro world view-i - Human Capital Project of World Bank ii- Human Capital Index.

References :

Text Books		
Author	Title	Publication
Eric Lenderman	Human Capital Management: A Brief Review of HR, Organizational Psychology, and Economic Systems	
Angela Baron & Michael Armstrong	Human Capital Management: Achieving Added Value Through People	
Mark Salisbury	Human Capital Management: Leveraging Your Workforce for a Competitive Advantage	
Aswathappa K. :	Human Resource Management	McGraw Hill Publications, 2008
Desler, Gary	Human Resource Management	Pearson Education, 2007
Desler, Gary	A Framework for Human Resource Management	Pearson Education, 2007



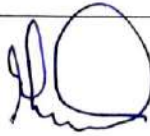
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Arul, Jyoti	Human Resource Management	Himalaya Publishing, 1013
Rao T V, ParekUday	Designing and Managing Human Resource Systems	Oxford and IBH Publishing Company, 2003

Reference Books		
Author	Title	Publication
Sarkar, Anita & Giffin Ricky	HR - A South Asian Perspective	Cengage Learning India Pvt. Ltd.2014
Bedi S P S & Ghai R K	Human Resource Management, Text and Cases	Bharti Publications, 2009
Davis, Andy	The Management of Training	Parthenon Publishing, 1987
Jack Fitz-Enz	The ROI of Human Capital: Measuring the Economic Value of Employee Performance	
Catherine Bailey, David Mankin, Clare Kelliher, Thomas Garavan	The Workforce Scorecard: Managing Human Capital To Execute Strategy	
Gene Pease, Boyce Byerly, and Jac Fitz-Enz	Human Capital Analytics: How to Harness the Potential of Your Organization's Greatest Asset	

SEMESTER- II

Course No.- 2	Course Title- Labour Legislation-II
Type : Major Mandatory	Course Credits : 4
Marks : Semester End: 50, Internal Assessment: 50, Total Marks: 100	

Description: Labour Legislation covers all the Social Security, Industrial Relations It also gives the detailed understanding of labour administration system which monitors the implementation of the acts in the industry.

Learning Objectives:

1. To enable students to understand the importance of social security , Employee and employer legislations, Principles of Natural Justice and Industrial Jurisprudence along with the preamble, definitions and provisions under various Labour Laws.
2. All acts are to be studied with reference to their rules regulations and notifications etc. case law desirable may be cited

Learning Outcomes.

1. Students will develop a Critical Understanding of Labour laws which in turn will help them to apply for giving justice to Labour.
2. Students will be able to understand the governing legislative administration system for resolving the labour –management disputes.
3. Students will also understand the Importance of Social Security acts and Labour administration of 21st Century perspectives and challenges of Industrial and Laws and Labour administration so that they can safeguard Organization from any liability or noncompliance issues.

Industrial Relations Legislations

The Industrial Dispute Act 1947,

The Industrial Employment Standing Orders Act, 1946,

The Maharashtra Regulation of Trade Union & Prevention of Unfair Labour Practices Act. 1971.

Social Security Legislation

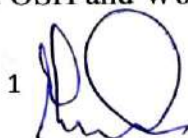
The Prevention of Sexual Harassment Act, 2013.

Labour Administration

Labour Administration and development process; 21st Century Labour Administration Perspective; Challenges of Industrial Law and Labour Administration. New Labour Codes pertaining to wages, IR, Social Security and OSH and Working Conditions.





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References:

Text Books		
Author	Title	Publication
	The Prevention of Sexual Harassment at Work Place, 2013; The Industrial Dispute Act 1947, The Industrial Employment Standing Orders Act, 1946; The Maharashtra Regulation of Trade Union & Prevention of Unfair Labour Practices Act. 1971;	Labour Law Agency, 1989
Justice Mallick	Labour and Industrial Law Manual	Professional Book Publishers, 2023

Reference Books		
Author	Title	Publication
Mathrubutham, R.	Factories & Labour Manual, Vol .1	Wadhva & Co. Agra (5 th Ed.), 1979.
Mathrubutham, R.	Factories & Labour Manual, Vol .2	Wadhva & Co. Agra (5 th Ed.), 1980.
Mathrubutham, R. & Shrinivvasan, R.	Factories & Labour Manual, Vol.3	Wadhva & Co. Agra (5 th Ed.), 1982.



SEMESTER- II

Course No.- 3	Course Title – Industrial Psychology
Type : Major Mandatory	Course Credit : 4
Marks: Semester End : 50, Internal Assessment : 50, Total Marks : 100	

Description: Industrial psychology is the branch of psychology that applies psychological theories and principles to organizations. Often referred to as I-O psychology, this subject focuses on increasing workplace productivity and related issues such as the physical and mental wellbeing of employees. Industrial psychology covers two major aspects: First – studying individual at a micro level i.e. focus on hiring, training and development, assessing employee performance, and legal issues associated with those issues. Second - The organizational side of psychology is more focused on understanding how organizations affect individual behaviour. Organizational structures, social norms, management styles, and role expectations are all factors that can influence how people behave within an organization. It seeks to understand how individuals behave, think, and feel in organizational settings and how these processes impact job performance and satisfaction. Counselling is important part of this subject and if it applied properly, it can improve the well-being and effectiveness of both employees and organizations.

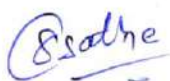
Overall IO as a subject covers every aspect of managing people and their interactions within the workplace. The main areas include: Job Analysis & Employee Selection; Employee Training & Development; Employee Satisfaction & Work Life; Motivation at Work & Counselling; Stress Management; Performance Management

Learning Objectives:

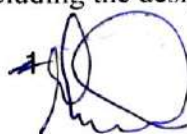
1. Industrial Psychology as a subject will prepare the students to understand human behaviour i.e. how we function in a work environment and how to improve that functionality for job performance and satisfaction.
2. To gain knowledge and clarity on essential concepts of human psychology and how it influences an individual's over all behaviour in life.
3. To make students understand, the statistical processes of psychology.
4. To guide students to use counselling method to improve the well-being and effectiveness of both employees and organizations.

Learning Outcome:

1. Students will develop an advanced understanding of quantitative analysis, psychometrics, and psychology of diversity, personality, perception, talent development, and workplace wellbeing.
2. The students will be equipped to use scientific methods to study issues in the Organizations, such as personnel selection, training and development, performance appraisal, job satisfaction.
3. The students can do the practical counselling of individuals to analyse the factors that affect their workplace productivity, including the design of work environments.









4. It will gain deeper understanding of concept of EQ (Emotional Quotient) for students so that they can manage uncertain situations effectively.

The Science of Psychology

History of Psychology; Psychology in India - Background & Philosophical Origins; Field of Psychology Today.

Cognitive Psychology

Information Processing; Intelligence and Creativity; Language; Problem Solving.

Stages of Human Development Psychology

Prenatal, Infancy and Early Childhood; Development During Early School Years; Development During Adolescence; Adulthood and Aging; Cognitive, Social, Emotional & Moral Development.

Human Personality and perception

Personality: Theories & Assessment; Theories of Personality I; Theories of Personality II; Assessment of Personality. Perception in Organisations - Definition of Perception, why it is important? Perceptual Process Model, Perceptual Errors - Primacy Effect, Recency Effect, Halo Effect, Projection Bias.

Advanced Social Psychology

Introduction to Social Psychology; Process of Social Influence; Attitude, Stereotypes, Prejudice and Discrimination; Group Dynamics.

Research & Statistics in Psychology

Research in Psychology, Introduction to Research Methods in Psychology; Types of Research; Research Design; Qualitative Research in Psychology.

Statistics in Psychology

Introduction to Statistics; Correlation and Regression; Normal Distribution; Nonparametric Statistics.

Industrial Psychology (Introduction to Industrial Psychology)

Fundamentals of IO Psychology; Methods in IO.

Industrial Psychology

Individual Differences & Assessment; Job Analysis and Performance; Performance Measurement; Staffing Decisions; Training and Development; Work Life Quality.

Organisational Psychology

Fundamentals of organisation Psychology; Methods in organization psychology.

Organization Psychology

The Organisation of Work Behavior; Employee Motivation; Attitudes, Emotions & Work; Stress & Worker Well- Being; Fairness, Justice & Diversity in the work place.



Emotional Quotient:

Emotional Quotient: Based on Emotional Intelligence (EQ:)Meaning and importance of Emotional Intelligence; Goleman's EQ Theory; 4 core competencies of Emotional Intelligence; Self-awareness; Self-management; Social awareness; Relationship management.; Ways to improve Emotional Intelligence.

Counselling Psychology

Introduction to Counselling & Characteristics of Counselor; Process of Counselling; Theoretical Approaches of Counselling; Ethic in Counselling.

Assessment in Counselling & Guidance

Introduction to Assessments - Differentiating between Testing & Assessment; Approaches to Counselling – Psychoanalysis, Psychodynamic & Cognitive Approaches; Individual & Group Techniques in Counselling.

Interventions in Counselling

Introduction to Behaviour Modification; Cognitive Behaviour Modification; Solution Focused & Integrated Counselling; Future Direction of Counselling;

References :

Author	Title	Publication
Saundra K. Ciccarelli & J Noland White	Psychology	Pearson Education Inc
Hunt, R. R., & Ellis, H.C.	Fundamentals of Cognitive Psychology	Tata McGraw Hill.
Sternberg, R.J.	Applied Cognitive Psychology	London: Cengage
Hurlock, Elizabeth B.	Developmental Psychology: A Life-Span Approach	Mc Graw Hill
Hurlock, E. B.	Developmental Psychology	Tata McGraw- Hill
Aronson, E., Wilson, T. D., & Sommers S.R. & Veena T.	Social Psychology (10 th Ed)	Pearson
Wendy A. Schweigent	Research Methods in Psychology - A Handbook	Med Tec
Samuel T. Gladding	Counselling: A Comprehensive Profession (old Edition)	Pearso Education.

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SEMESTER- II

Course No.- 4	Course Title- Industrial Sociology
Type : Major Mandatory	Course Credits : 2
Marks : Semester End: 25, Internal Assessment: 25, Total Marks: 50	

Description: Industrial Sociology focusses on Industry or any form of work organization its structure, its functions and the changes occurring in this sub-social system which is a part of bigger social system. It studies the industrial society, industrial culture, social interactions and relations within the industry from a sociological perspective. It deals with industrialization process and its impact on Society and also vice versa. It takes into account the changing world of work due to Modernization, Globalization, Information revolution, Digitalization, Artificial Intelligence and its impact on industrial society in specific and larger society in general. It also deals with Diversity and Inclusive Development a much pursued intervention in industrial organizations over the last decade. It introduces the concept of Corporate Social Responsibility (CSR) from Stakeholders perspective Environmental Sustainability and Mandatory Reporting. It studies the Role and Impact of Social Media in this Digital World.

Learning Objectives:

- 1) To study the basic concepts and theories of Sociology of Work and Industry.
- 2) To recognize the actual problem situations in Industrial organization from Sociological perspective in the changing world of work.
- 3) To enable the student understand Human Relations approach to have knowledge of individual and group behavior.
- 4) To comprehend Diversity and Diverse cultures in work organizations and hence their Social behavior
- 5) To understand Corporate Social Responsibility and its role in Business and Society and also the aspect of Employee Volunteerism
- 6) To study the impact of Social Media in work environment.

Learning Outcomes:

- 1) Students are able to analyze the social repercussions of industrialization process.
- 2) Students determine heterogeneous work groups in the organizations and explore the need to develop policies for these diverse groups.
- 3) Students are able to plan, implement and evaluate CSR activities in the Organisation.
- 4) Students are able to use social media platform for work in the organizations.

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Industrial Sociology

Nature, Scope and Development of Industrial Sociology; Urban Sociology and Industrial Sociology; Sociology of Occupation; Industrial Social Psychology.

Industrial Society

Stages of Industrial Revolution- Pre & Post Factory System of Production and Industrial Society; Changing Demographics; Social Institutions; Industrialization and Urbanization- its Social Consequences; Problems of slums; Uncommitted Society of India.

Work Organisation

Industrial Work in Developing Society- work and work environment, ageing and social change; Formal Organisation in industry; Bureaucracy – Structure and Characteristic, decision making, communication and control; Virtual Organizations; Managing across Generations at work; Social Conflict in the Work organization; Socio Psychological Roots, Stages and Resolution of Conflict.

Informal Organisation

The Behaviour of Work Groups; Segmentation in Work Organization; Importance of Informal Organization; Methods of Studying Informal Organization; Communication in Work Groups; Social Organization in Factory and Productivity; Informal Organizations of Managements and Supervisors; Hawthorne Experiments.

Technological Change

Industry and Technological Change; Social Repercussions of Technological Change; Social Impact of Automation on Work Organisation and Society; Automation, Information Revolution, Technology & Artificial Intelligence- Impact of Change on Society, Organisation Structures, Relationships; Social Repercussion of Change and Globalization.

Industrialization and Social Institutions

Diversity and Inclusive Development

Women Workers and Gender Discrimination in Industrial Society; Gender Diversity; Diversity with Specific reference to LGBTQ; Differently abled and Work; Issues related to Women Working with Heterogeneous work group, Communities, Affirmative Action.

Industrial Culture

Nature and Characteristics of an Industrial Culture; Organisation culture, definition, characteristics, Functions of culture; Global culture, Inter-state culture influence, Managing Culture in case of Mergers and Acquisitions.

Corporate Social Responsibility (CSR)

CSR- Concept, and its role in Business and Society; CSR and Sustainability, CSR and Legal dimensions in India; CSR Practices, CSR Reporting and Evaluation; ISO 26000.

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Social Media/ Digital World

Concept of social Media, importance & Impact of social media in digital world.

References:

Text Books		
Author	Title	Publication
Gisbert, Pascual S.J.	Fundamentals of Industrial Sociology	Tata Me-Graw-Hill Publishing Co.Ltd., Mumbai,(1972).
Singh Narendar	Industrial Sociology	Tata McGraw Hill Education Private Limited, New Delhi, (2012).
Schneider Eugene V.,	Industrial Sociology,	Mc-Graw-Hill, London(2nd Ed.), (1971).
Watson Tony J,	Sociology, Work and Industry,	Routledge & Kegan Paul Ltd., (3rd Ed.), (1995).
Prof. Prasad Jitendra	Industrial Sociology	Himalaya Publication House, (2012)

Reference Books

Author	Title	Publication
Ghanekar Anjali,	Organizational Behaviour - concepts and cases,	Everest Publishing House, Pune(2006)
Parkar, S.R., and others	The Sociology of Industry,	George Allen & Unwin, London(3rd Ed.), (1977)
Mayo Elton,	The Social problems of an Industrial Civilization	Routledge & Kegan Paul, London, (1975).

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SEMESTER- II

Course No.- 1	Course Title- Employee Wellbeing
Type : Major Elective	Course Credits : 4
Marks : Semester End: 50, Internal Assessment: 50, Total Marks: 100	

Description: The changing concept of Labour welfare focusing upon employee wellbeing and quality of work life. The subject covers Philosophy, Principles, Objectives, Theories, Role of welfare officer and emerging welfare practices in the organizations and challenges and strategies of employee wellbeing.

Learning Objectives:

1. To understand the concept and various approaches of employee wellbeing and statutory provisions relating to Health, Safety, welfare and social security.
2. To understand the role of various agencies in employee wellbeing.
3. To understand the new world of work and innovative welfare practices in the 21st Century.

Learning Outcomes.

1. Students are able to execute the role of welfare officer for the betterment of employee and organizations development.
2. Students are able to design the innovative wellbeing (welfare) Programmes to enhance employees' quality of work life.
3. Students are able to face the challenges of employee wellbeing for the betterment of employees.

Concept of Employee Wellbeing. (Concept of Labour Welfare)

Changing Concept of Labour Welfare to Employee Wellbeing; Nature, Scope and Importance of Employee Wellbeing. History and Philosophy of Labour Welfare. Objectives, Principles & Theories of labour Welfare/Wellbeing;

Employee Welfare in India

Evolution and the Beginning of Employee Welfare and Constitution of India; Approaches to Employee Wellbeing-Employers; Trade Unions & Government; Methods of Employee Wellbeing; Aspects of Employee Wellbeing; Labour Welfare Officer – Duties, Role New Challenges and Expectations; Statutory Provisions Relating to Health, Safety, Welfare &

Social Security- under Legislations, Boards, Non-Statutory Welfare Schemes for Organised & Unorganised Sector workers; Social Security Legislations and Schemes for Working Class & Internal Sector; Workers Education and Training; Impact of Labour Welfare on the Workers quality of Life and Human Development Index (HDI).

Industrial hygiene and Occupational Health

Industrial Hygiene and Occupational Health in the Factory; Working Environment, Factors in the Working Environment; Working Conditions, Environment, and Productivity; The work and the Workers, Special Problems of Young and Older Employees and Women; Hygiene and Safety Problems in the Mines and Plantation; Accident Causation and Prevention; Rehabilitation of the Disabled; Occupational Therapy; Occupational Diseases and their Presentation Stresses and Strains in Industry; Organization of Medical Facilities in a Factory.

Agencies for Employee Welfare

Agencies for Employee welfare; Employer; Trade Unions and Government; Social Organization; Public Institution; Statutory Bodies; Activities of the Maharashtra Labour Welfare Board and its Contribution to Working Class Well-being; Workers Education in India.

Employee Wellbeing – New challenges and Perspective

Employee wellbeing in different industrial sectors; Employee wellbeing in 21st Century and digital world; Major Challenges and strategies of Employee Wellbeing.

References:

TEXT BOOKS-		
Author	Title	Publication
Joshi R D	"Employee Well-being in the 21st Century"	Published on behalf of Prof. R. D. Joshi by Dr. Shashank Joshi, Mumbai (2015)
Punekar S D ; Deodhar S B	"Labour Welfare, Trade Unionism and Industrial Relations"	Himalaya Publishing House, Mumbai (2012)
REFERENCE BOOKS-		
Railkar, Jayant S	"Labour Welfare and practices"	Vipul Prakashan, Mumbai
Sarma, A M	"Welfare of Unorganized Labour"	Himalaya Publishing House, Mumbai, 2022
Sarma, A M	"Aspects of Labour Welfare and Social Security:	Himalaya Publishing House, Mumbai, 2012
Trivedi, Priya Ranjanand et.al.	"Labour Welfare in India"	J Nandada Prakashan, 2013

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SEMESTER- II

Course No.- 2	Course Title- Trade Union Movement
Type : Major Elective	Course Credits : 4
Marks : Semester End: 50, Internal Assessment: 50, Total Marks: 100	

Description: Trade Union (TU) movement emerged to protect the interest of working class. The industrial revolution has played a significant role in getting fair treatment and better working conditions for workers. The subject covers conceptual framework of Trade Union, Philosophy, History, Role, Functions, Types of Trade Unions, operational issues and new age perspectives.

Learning Objectives:

1. To study the history of Trade Union Movement, Role, functions, Challenges and Strategies.
2. To study the operational issues of trade unions.
3. To study the role of trade unions in protecting interest of working class in the context of new age; new perspective.

Learning Outcomes.

1. Students are equipped with negotiating skills to deal with Trade Unions.
2. Students are able to deal with the issues related to Trade Unions to maintain the peace and harmony in the organisations.
3. Students are able to understand the various challenges before trade union movement and the possible solutions for the same.

Growth of Trade Unionism & Labour Movement (Organisation of Labour)

Concept, Philosophy & History of Trade Unionism & Labour Movement; Growth and development of Trade Unionism; Types of Trade Unions at different geographical level; International influence on Trade Unionism in India; Trade Unionism in Relation to Law; Trade Unionism and freedom of Association Movement; Trade Unions in India - New Age- New Perspective.

Role and Functions of Trade Unions

Purpose, Role and functions of Trade Unions, Structure of Unions, determinants of Union Structure, Membership of Trade Unions, Trade Union Leadership in India, Union Administration and Union Policies, Democracy Within the Union; Inter Union and Intra Union Relations; Power and Politics in the Unions.

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Operational issues of Trade Unions (Problems and Perspective of Trade Union)

Trade Union Registration, Preparation of Return, Audit; Trade Union Affiliation; Trade Union Finance; Trade Union recognition & Representation; Methods & problems, Rights and Responsibilities; Social Responsibilities of Trade Union. Trade Union challenges & strategies- Formal & Informal Sector; International Labour Organisation and Trade Unions; Indian Labour Movement Past, Present and Future.

Indian Labour Movement:

Philosophy of Labour Movement in India, Phases of Labour Movement, Growth of Indian Labour Movement, New Dimensions of Indian Labour Movement, Indian Labour Movement -Past, Present and Future.

Foreign Labour Movement

Important Trends and Characteristics of Labour Movement in Japan, Sweden, UK, USA, Russia, Germany and Yugoslavia; Labour Movement in Developing Countries of Asia and Africa; ILO and Indian Labour Movement.

References :

TEXT BOOKS-		
Author	Title	Publication
Gupte Vasant	Trade Union Movement in India - A brief History,	Mill Mazdoor Education Trust, Mumbai (2004)
Gupte, Vasant	"Trade Union Movement in India - A Brief History	Mill Mazdoor Education Trust, Mumbai (2004)
Joshi R D	"Trade Unions in India - New Age; New Perspective"	Published on published on behalf of Prof. R. D. Joshi by Dr. Shashank Joshi, Mumbai (2019)
REFERENCE BOOKS-		
Sharma, G K	Labour Movement in India" (It's past and present;from 1885 to 1980)	Sterling Publishers Private Ltd.
Pramod Verma Surya Mookherjee	Trade Unions In India	Oxford and IBH Publishing Company, New Delhi

(8/10/19)

M. K. Joshi

SEMESTER- II

Course No.-	Course Title- Field Work- II (OJT/FP)
Type : Major Mandatory	Course Credits : 4
Total Marks: 100	

Description: The field Work (On Job Training (OJT), Field Projects (FP)) exposure provides opportunity for real world life experience to the students regarding theories and practices learnt in classroom. The structured programme includes training in trade union offices and Concurrent placement/Summer Internship in Public/Private/ organizations is designed to give them hands on experience in Employee Relations/Personnel/Welfare/Human Resource development/ Human Capital Management functions.

Learning Objectives:

- 1) To give students the practical exposure in different industrial sector organizations to understand its core business, structure and functioning of various departments with specific reference to functioning of Employee Relations and Human Resource development/ Human Capital Management functions, including project assignment.
- 2) To help the students to understand the functioning of Trade Union offices.
- 3) To practice Case work and Group work.

Learning Outcomes:

- 1) Students develop skills to integrate Theory and Practical applications of various subjects learnt.
- 2) Students appreciate the working of Employee Relations, Welfare and Human Resource Development/ Human Capital Management functions.
- 3) Students understand the importance of Labour Laws applicable to establishments and industrial organizations.

Training in Trade Union Offices

Training in Trade Union Offices for 4 days.

Esatire

MK

[Signature]

Concurrent Placement/ Summer Internship in Industrial concern for Practical training including case work and group work.

Concurrent Placement/ Summer Internship (On Job Training (OJT), Field Projects (FP)) in Industrial concerns for Practical Training including (Case Work and Group work). The duration will be 4 weeks.

References :

Author	Title	Publication
McCaujhan, Nano	Group Work: Learning and Practice	George Allen and Unwin, 1978
Mhetras, V G	Understanding Social Casework - a Study in perspective	Manaktalas, Mumbai - 1966
Friedlander Walter A.	Concepts and Methods of Social Work	Prentice-Hall of India Pvt. Ltd New Delhi, (1977)